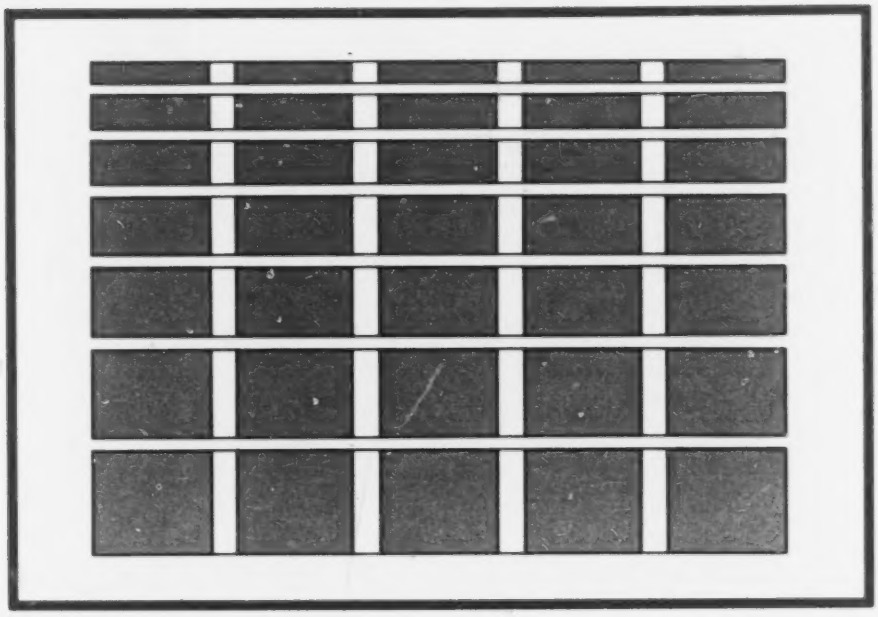
A 0175-30 2187

1987

AMS Data Processing Salaries Report



Salary averages and ranges for 20 "benchmark" data processing positions

Administrative Management Society, Willow Grove, PA

Fifth Annual
Data Processing Salaries Report

Copyright 1987 by the
ADMINISTRATIVE MANAGEMENT SOCIETY
No portion of the contents of this booklet may be
reprinted without the written permission of the
Administrative Management Society
Willow Grove, PA 19090
Printed in U.S.A.

Price – Members $75 Non-Members $115
(Price Subject To Change)

Administrative Management Society
2360 Maryland Road, Willow Grove, PA 19090
215-659-4300

AMS Management Information Committee

OBJECTIVES

To provide up-to-date information on various aspects of management through survey activities and to disseminate this data through appropriate society committees and members; and to make this information available to other professional organizations, managers and educators.

The AMS salary survey data shall reveal trends and the going job rate for comparable jobs in the business community.

Chairperson:

S. Ann Schmidt
Corporate Resources International, Limited, 3622 Silverside Road, Wilmington, DE 19810 302-478-9655

Members:

Bonnie Cassevoy-Pizzo
American Life Insurance Co., 300 Continental Dr., Newark, DE 19713 302-454-5103
Rebecca Clark
The Computer Co., P.O. Box 1679, Harrisburg, PA 17105 717-652-8602
Sharon Grundeis
The Coca-Cola Co., P.O. Drawer 1734, Atlanta, GA 30301 404-676-2436
Lucie B. Martin
Rodale Press, Inc., 33 E. Minor St., Emmaus, PA 18049 215-967-5171
Elizabeth Mili
ICI Americas, Inc., Concord Pk. & Murphy Rd., Wilmington, DE 19899 302-575-3672
Dr. Nancy C. Robon
1521 Creekwood Ln., Toledo, OH 43614 419-381-1305
Sarah Sprunger
Central Soya, P.O. Box 1400, Fort Wayne, IN 46802 219-425-5496

AMS Staff:

Survey & Marketing Coordinator – Linda Garges, AMS International Headquarters, Willow Grove, PA 19090 215-659-4300

Introduction

The AMS Management Information Committee is pleased to present the results of the fifth annual salary survey of data processing personnel.

The survey is made possible through the vast network of AMS chapters throughout the United States and Canada. Input has been provided by AMS member and non-member companies in the areas of local chapters. All major cities are represented.

This report covers 20 key positions, grouped in job families, ranging from data entry personnel to managers of computer operations and applications programming.

Annual base compensation in effect on September 15, 1986 is reported. Statistics include salary data for 46,870 data processing employees in 2,093 companies in 95 cities in North America.

Types of businesses represented in the survey are Manufacturing/Processing; Banking/Insurance/Financial; Retail/Wholesale Sales and Distribution; Utilities; All Others (Government, Educational, Medical, Employment, etc.).

In addition to salary data, the report provides up-to-date information on salary structures, incentives, types of salary increases and overtime pay practices.

The *1987 Data Processing Salaries Report* is sent without charge to all participating member and non-member companies.

We welcome your comments regarding the format of this survey, the positions included and other suggestions that will make this report a more useful management tool.

Map of AMS Chapters in United States and Canada

Contents

AMS Management Information Committee 2
Introduction 3
Guide to Use of Survey Data 6-7
Position Titles and Descriptions 8-9
Salary Highlights – Percent of Change by Region 10
Salary Highlights – Percent of Change by Type of Business (U.S. only) 11
Compensation-Related Information – Regional 12
Compensation-Related Information – Type of Business (U.S. only) 13
Overall Salaries by Position for 1985 and 1986 – U.S. Summary 14
Overall Salary Figures – U.S. and Canada 15
U.S. Regional Salary Figures 16-17
Summary of Salary Levels for Data Processing Positions in the U.S. 18-19
Total U.S. – Salaries by Type of Business 20
Eastern U.S. – Salaries by Type of Business 21
East Central U.S. – Salaries by Type of Business 22
West Central U.S. – Salaries by Type of Business 23
Southern U.S. – Salaries by Type of Business 24
Western U.S. – Salaries by Type of Business 25
Cities – By Region (see below) 26-40

Akron-Canton, OH 30
Albany, NY 26
Atlanta, GA 34
Bakersfield, CA 37
Baltimore, MD 26
Battle Creek-Kala, MI 30
Birmingham, AL 34
Boston, MA 26
Brantford, ON 39
Bridgeport (Greater), CT[1] 26
Buffalo, NY 26
Calgary, AB 39
Cedar Rapids, IA 32
Charlotte, NC 34
Chicago, IL 30
Chicago (North/West), IL[2] 30
Cincinnati, OH 30
Columbia, SC 34
Columbus, OH 30
Concord, NH 26
Dallas, TX 34
Davenport, IA (Quad-Cities)[3] 32
Dayton, OH 31
Delaware, DE 27
Denver, CO 38
Des Moines, IA 32
Detroit Area, MI 31
Edmonton, AB 39
El Paso, TX 38
Eugene, OR 38
Evansville, IN 31
Fargo-Moorhead, ND 32
Fort Wayne, IN 31
Fort Worth, TX 35
Grand Rapids, (West MI)[4] 31
Greensboro, NC 35
Hampton Roads, VA 35
Harrisburg Area, PA 27
Hartford, CT 27
High Point, NC 35
Houston, TX 35
Indianapolis, IN 31
Jacksonville, FL 35
Kansas City, MO 32
Kitchener (Grand Valley), ON 40
Knoxville (Greater), TN 35
Lancaster, PA 27
Lehigh Valley, PA 27
Little Rock, AR 36
Los Angeles, CA 38
Louisville, KY 36
Madison, WI 33
Mid-Missouri 33
Milwaukee, WI 33
Minnesota (Southern) 33
Montgomery County, PA[5] 27
Montreal, PQ 40
Nashville, TN 36
Newark, (Metro NJ)[6] 27
New Orleans, LA 36
New York, NY 28
Oklahoma City, OK 36
Omaha, NE 33
Orlando (Greater), FL 36
Philadelphia, PA 28
Phoenix, AZ 38
Pittsburgh, PA 28
Portland, ME 28
Portland, OR 38
Providence, RI 28
Raleigh (Res. Triangle), NC[7] 37
Reading, PA 28
Richmond, VA 37
Roanoke, VA 37
Rochester, NY 29
Rockford, IL 31
St. Louis, MO 33
Salem Area, OR 39
San Antonio, TX 37
San Francisco, CA 39
San Jose, CA 39
Seattle, WA 39
Springfield (Western MA) 29
Stamford (Southern CT)[8] 29
Syracuse, NY 29
Toledo Area, OH 32
Topeka, KS 33
Toronto, ON 40
Tulsa, OK 37
Washington, DC 29
Westchester, NY 29
Wichita, KS 34
Winnipeg, MB 40
Winston-Salem, NC 37
Worcester, MA 29

1 Bridgeport, Shelton, Trumbull, New Haven, Fairfield, Stamford, Norwalk, Westport
2 Des Plaines, Schaumburg, Deerfield, Oak Brook, Elmhurst
3 Davenport, IA; Moline, E. Moline, Rock Island, IL
4 Grand Rapids, Big Rapids, Wyoming, Muskegon, Zeeland
5 Norristown, Ambler, King of Prussia, Harleysville
6 Newark, East Orange, Summit, Clifton, Elizabeth, Morristown
7 Raleigh, Durham, Henderson
8 Stamford, Old Greenwich, Wilton, Danbury, Darien

Guide To Use of Survey Data

FOR YOUR INFORMATION

This survey was developed to provide AMS members and non-members with reliable salary and benefit information for data processing personnel. It presents annual base compensation for 20 carefully selected data processing positions that are found in most companies throughout the United States and Canada.

GEOGRAPHIC REGIONS

Salary data is included for most major cities and for seven geographic regions – Total United States; Eastern United States; East Central United States; West Central United States; Southern United States; Western United States; and Canada. As an additional service to users of the report, a breakdown of salaries by type of business for the United States and the five regions in the United States is included.

COROLLARY INFORMATION

The corollary data specifically identifies up-to-date personnel policies and practices. Information is given on salary structures, incentives, types of salary increases, and overtime pay practices.

SALARY DATA

In addition to the average annual base compensation for each of the positions in the survey, the report gives the first quartile, the median and the third quartile, and the number of companies reporting and the number of employees reported.

EXPLANATION OF STATISTICS

The salary rates are explained as follows:

Average (Arithmetic Mean) – in computing the average (arithmetic mean) for each position, the total number of employees reported for each salary is multiplied by the salary. The results of each of these calculations are totaled and divided by the number of employees whose salaries are reported for the position.

Quartiles – A quartile is not an average – it is a measure of a position in a distribution. It is an actual salary at the particular quartile position. In certain distributions, there may not be a person's salary at the quartile dividing point, in which case interpolation and rounding are used to provide a whole dollar figure.

As contrasted to averages, quartiles are not affected by the high frequency of salaries at the extremes, either at the high or low end of a distribution. Because of this characteristic, quartiles present highly acceptable figures in salary surveys where position categories are subject to personal interpretation.

First Quartile – This is the actual annual salary paid the employee whose salary is more than one-quarter and less than three-quarters of all the employees reported for the position.

Median – Second Quartile – This is the actual annual salary of the middle employee in the distribution. Half of the employees reported earn more; the other half earn less. In a perfectly balanced distribution, the median salary will be the same figure as the average (arithmetic mean).

Generally speaking, when a substantial number of salaries are reported for a position and they have been placed in the correct classification (close conformance to position description), these two figures, the median and average, will be close.

Third Quartile – This is the actual annual salary paid the employee whose salary is more than three-quarters of all the employees reported for the position.

The salaries at the First and Third Quartile show the limits of the middle 50% of employees reported. Some refer to the spread between these salaries as an "effective salary range" for the position because the salaries at the extremes are disregarded.

APPLYING THE INFORMATION

Salary surveys must be used with great caution. You are urged to review the content of each position description before making salary comparisons with the positions in your company. Do not be misled by position titles.

The position descriptions used in the questionnaire are basic. They were developed to enable respondents to include employees with similar duties. You should not expect the salaries in your company to be the same as the survey figures. Other factors should be considered when making comparisons of figures. These include personnel policies used to provide data processing personnel with equitable compensation.

Position Titles & Descriptions

COMPUTER OPERATIONS

A MANAGER - COMPUTER OPERATIONS – Responsible for ensuring the security and efficient and continuous functioning of the Computer Operations Center mainframe and peripheral equipment. Interface with users to coordinate activities and resolve problems. Review and evaluate the performance of equipment and staff. Recommend improvements as necessary. Maintain a state-of-the-art knowledge of hardware and peripheral equipment. Interface with vendors with regard to computer operating equipment. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

B SUPERVISOR - COMPUTER OPERATIONS – This is the first level of supervision. Responsible for directing computer operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluate performance and service given to users. Maintain, review and adjust operating schedules as necessary. Investigate and resolve operating problems. Serve as a liaison with vendors. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

C LEAD COMPUTER OPERATOR – Responsible for assisting the Supervisor-Computer Operations in providing work leadership and technical guidance to computer operators to ensure a smooth and continuous flow of work and high quality of performance. This includes assisting in planning and balancing schedules; determining and resolving equipment input; operate and program problems within prescribed limits of authority; providing training to operators and operating equipment as necessary.

D COMPUTER OPERATOR - LEVEL A – Operate computer utilizing established programs or programs under development. Load computer and operate console. Troubleshoot program errors or equipment failures. May instruct or give limited directions to less experienced operators.

E COMPUTER OPERATOR - LEVEL B – Operate computer utilizing established programs or programs under development. Load computer and operate console in accordance with programmed instructions. Observe functioning of equipment. Detect and report nature of errors or equipment failure and make simple console adjustments. Maintain necessary operating records.

COMPUTER OPERATIONS SUPPORT STAFF

F TAPE LIBRARIAN – Responsible for maintaining a library of computer generated information (e.g., tapes, disks, etc.). File information according to established procedure. Maintain logs of tapes in use and ensure their return. Prepare tapes for selected computer operations. Maintain an inventory of all library information. Inspect files for damage and report as necessary.

G DATA QUALITY CONTROL CLERK – Responsible for receiving and reviewing all data processing input and output for completeness and accuracy to ensure user requirements are met. Interface with users as necessary and/or resolve and correct problems within the parameters of the position. Distribute reports according to instructions.

DATA ENTRY

H SUPERVISOR - DATA ENTRY – This is the first level of supervision. Responsible for supervising and organizing the work of employees operating data entry equipment. Review and evaluate section performance. Interface with users as needed. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

I LEAD DATA ENTRY OPERATOR – Responsible for assisting the Supervisor-Data Entry by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and high quality of performance. Operate data entry equipment.

J DATA ENTRY OPERATOR - LEVEL A – Responsible for operating data entry equipment to record and/or verify, using the more complex formats, data from source documents. Correct errors. Follow a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

K DATA ENTRY OPERATOR - LEVEL B – Responsible for operating data entry equipment to record and/or verify data from source documents. Correct errors. Follow a generally standardized pattern of operations.

APPLICATIONS PROGRAMMING

L MANAGER - APPLICATIONS PROGRAMMING – Responsible for planning, organizing, directing and coordinating applications programming personnel involved in systems analyses, design, programming, modification and implementa-

tion of projects. Plan and monitor project assignments and schedules. Meet with users to identify project requirements, establish deadlines, communicate progress and resolve problems (e.g., programming, equipment). Analyze and ensure results meet user requirements. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

M PROJECT LEADER (LEAD PROGRAMMER/ANALYST) – Under general direction plan, control and monitor the analysis, design and/or modification of applications programs. Coordinate the testing and ensure the timely implementation of projects as assigned to the team. Ensure all necessary documentation is completed and department standards are adhered to. Interface with users and ensure their requirements are met. Provide training and assistance to programmer/analysts. Prepare project status reports and keep management informed of all pertinent developments within area of responsibility.

N SYSTEMS ANALYST (SENIOR PROGRAMMER/ANALYST) – Under general supervision participate in the analysis, program design, and other tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects assigned are of a more complex nature requiring extensive exposure, experience, and technical expertise. Interface with users to determine the need for, use of and informational requirements of the new system or system modification. Define the applications problem, determine system specifications and make recommendations. Prepare logic flow charts and documentation. Devise data verification methods and standard systems procedures. Train experienced programmer/analysts.

O PROGRAMMER/ANALYST – Under general supervision participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects are of an intermediate complexity level. Interface with users to determine the need for, use of and information requirement of the new system or system modification. Define the applications problems and determine system specifications and make recommendations. Prepare logic flow charts, codes and documentation. Devise data verification methods and standard system procedures.

P PROGRAMMER – Under general supervision, participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain information systems. Prepare all elements of program documentation, test data and organization of program testing schedules. Debug programs, design conversion procedures and operating procedures for operators of users of the program.

SOFTWARE SYSTEMS PROGRAMMING

Q MANAGER - SOFTWARE SYSTEMS PROGRAMMING – Responsible for planning, organizing, directing and coordinating personnel involved in the analysis, design, programming, modification and implementation of software systems. Plan and monitor project assignments and schedules. Analyze existing software systems, new software packages and make recommendations to senior management to improve operating efficiency and utilization. Establish standards and ensure their compliance. Interface with other members of the staff and provide technical guidance as necessary. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

R SENIOR SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in all activities involved in the design, coding, implementation, or modification of software systems. Projects assigned are of a more complex nature requiring extensive exposure, experience and technical expertise. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications. May recommend equipment changes. May provide guidance and/or training to less experienced systems programmers.

S SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in activities involved in the design, coding, implementation, or modification of software systems. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications.

DATABASE MANAGEMENT

T DATABASE ADMINISTRATOR – Under general direction this position is fully responsible for the definition, organization, efficient and economic use and protection of the company's databases. Develop, document and enforce standards for database use, control, modification and maintenance. Develop and maintain descriptions of data, resources, and users including a database dictionary. Interface with staff and users concerning database structures, systems integration, procedures, et cetera. Prepare required reports and keep management informed as to pertinent developments within area of responsibility.

Salary Highlights

Percent of Change for Regions – 1985 to 1986

	Total U.S.	Eastern U.S.	East Central U.S.	West Central U.S.	Southern U.S.	Western U.S.	Canada
Manager - Computer Operations	4.0	7.0	2.6	2.4	5.7	4.5	4.7
Supervisor - Computer Operations	2.2	3.3	.7	.7	3.7	7.1	*
Lead Computer Operator	3.8	.9	*	3.4	13.5	13.4	*
Computer Operator - Level A	2.7	1.6	9.6	1.7	8.6	11.5	*
Computer Operator - Level B	2.5	*	1.2	2.6	9.9	16.8	*
Tape Librarian	*	*	*	.0	.0	20.7	16.8
Data Quality Control Clerk	*	*	*	10.3	1.2	24.7	*
Supervisor - Data Entry	5.0	5.0	1.3	7.1	4.6	8.5	*
Lead Data Entry Operator	4.2	1.8	4.0	5.7	3.6	13.9	20.3
Data Entry Operator - Level A	2.1	2.8	.0	1.5	3.7	21.0	*
Data Entry Operator - Level B	2.3	.0	.8	5.8	.8	18.2	*
Manager- Applications Programming	4.6	3.4	2.6	5.0	8.4	12.3	2.7
Project Leader	2.7	3.0	3.0	*	7.8	11.7	*
Systems Analyst	3.4	4.1	2.8	1.6	6.1	11.0	2.2
Programmer/Analyst	4.7	2.9	6.5	3.9	8.1	15.8	*
Programmer	3.1	2.2	3.0	3.2	4.0	15.3	*
Manager - Software Sys. Programming	4.2	2.5	4.4	7.1	3.9	10.8	5.1
Senior Software Systems Programmer	4.4	5.6	2.2	1.4	5.7	14.9	*
Software Systems Programmer	3.0	2.7	2.0	*	9.5	17.8	*
Database Administrator	4.8	6.6	*	3.2	14.5	*	15.9
TOTAL AVERAGE	**3.5**	**3.3**	**2.9**	**3.7**	**6.2**	**14.2**	**9.7**

* Percent invalid due to substantial change in sample.

Salary Highlights

Percent of Change by Type of Business – 1985 to 1986 (U.S. Only)

	All Business Types	Manufacturing/Processing	Banking/Insurance/Financial	Retail/Wholesale Sales & Distribution	Utilities	All Others
Manager - Computer Operations	4.0	5.4	7.3	2.9	.9	2.2
Supervisor - Computer Operations	2.2	3.5	4.6	10.8	2.1	1.5
Lead Computer Operator	3.8	.4	4.9	9.8	*	4.5
Computer Operator - Level A	2.7	2.1	4.7	7.3	2.6	1.1
Computer Operator - Level B	2.5	.0	5.9	4.7	.0	2.6
Tape Librarian	*	*	4.7	*	*	.0
Data Quality Control Clerk	*	1.7	2.1	.7	*	*
Supervisor - Data Entry	5.0	*	11.2	10.6	3.7	2.4
Lead Data Entry Operator	4.2	3.3	5.7	10.0	6.7	.0
Data Entry Operator - Level A	2.1	.0	3.8	1.4	*	2.8
Data Entry Operator - Level B	2.3	*	3.2	2.3	*	2.3
Manager- Applications Programming	4.6	.5	5.9	7.7	6.2	5.0
Project Leader	2.7	*	5.0	2.1	9.2	*
Systems Analyst	3.4	1.2	6.1	2.4	8.2	*
Programmer/Analyst	4.7	1.4	5.2	*	7.2	.0
Programmer	3.1	.4	5.6	6.8	4.3	.0
Manager - Software Sys. Programming	4.2	1.6	4.1	.9	3.9	7.0
Senior Software Systems Programmer	4.4	*	6.4	2.2	7.5	5.5
Software Systems Programmer	3.0	*	3.7	9.4	8.6	1.3
Database Administrator	4.8	.5	7.4	9.0	1.4	8.2
TOTAL AVERAGE	**3.5**	**1.6**	**5.4**	**5.6**	**4.8**	**2.7**

* Percent invalid due to substantial change in sample.

Compensation-Related Information – Regional

	Total U.S.	Eastern U.S.	East Central U.S.	West Central U.S.	Southern U.S.	Western U.S.	Canada
Average Turnover Rate for *Exempt* DP Employees	16	19	16	12	16	16	13
Average Turnover Rate for *Nonexempt* DP Employees	10	12	10	8	11	8	7
Average Reduction in DP Staff during Past Year							
Exempt	20	23	70	94	90	40	16
Nonexempt	22	21	25	21	22	16	12
Incentives to Current Employees for Recruiting							
None	80	79	80	84	79	82	85
Cash bonus	11	13	10	9	10	12	1
Prizes	–	–	–	–	–	–	–
Time off with pay	1	–	1	1	1	1	–
Other	2	1	1	2	2	2	1
No answer	7	6	8	5	7	4	12
Types of Salary Increases for Exempt DP Employees							
Merit	56	55	60	56	59	51	22
General	5	5	4	4	6	6	12
Longevity	1	–	1	–	–	1	1
Merit and general	23	24	20	22	21	25	52
Merit and longevity	5	5	5	6	4	5	1
General and longevity	2	1	1	3	3	3	1
Other	2	1	2	2	2	3	1
No answer	6	7	6	6	5	5	7
Pay Practices for Exempt DP Employees							
Shift premiums	12	13	13	11	10	9	9
Meal allowance	16	18	13	11	16	17	33
Transportation allowance	6	7	7	4	6	6	4
Saturday premiums	5	5	5	5	3	3	7
Sunday premiums	4	5	5	4	3	2	4
Saturday & Sunday premiums	5	7	5	4	4	6	6
Compensatory time off	38	36	35	37	40	47	51
Other	15	15	14	13	12	16	30
No answer	57	55	61	60	62	51	37

Figures reported in percentages

Compensation-Related Information – Type of Business (U.S. Only)

	All Business Types	Manufacturing/Processing	Banking/Insurance/Financial	Retail/Wholesale Sales & Distribution	Utilities	All Others
Average Turnover Rate for *Exempt* DP Employees	16	18	13	18	10	18
Average Turnover Rate for *Nonexempt* DP Employees	10	11	8	11	7	11
Average Reduction in DP Staff during Past Year						
Exempt	20	21	8	55	93	3
Nonexempt	22	23	25	21	10	18
Incentives to Current Employees for Recruiting						
None	80	88	68	81	94	78
Cash Bonus	11	6	27	11	1	8
Prizes	0	0	0	1	0	0
Time off with pay	1	0	1	0	0	1
Other	2	2	1	2	4	1
No answer	7	4	3	6	1	12
Type of Salary Increases for Exempt DP Employees						
Merit	56	64	72	55	59	39
General	5	6	1	6	5	7
Longevity	0	0	0	0	0	2
Merit and general	23	22	17	27	29	27
Merit and longevity	5	3	6	6	1	6
General and longevity	2	1	1	1	0	4
Other	2	1	1	1	6	3
No answer	6	3	3	5	0	12
Pay Practices for Exempt DP Employees						
Shift premiums	12	12	18	10	13	8
Meal allowance	16	11	29	10	32	14
Transportation allowance	6	4	8	6	10	7
Saturday premiums	5	7	6	2	4	3
Sunday premiums	4	6	4	2	7	2
Saturday and Sunday premiums	5	6	6	4	7	5
Compensatory time off	38	33	39	37	39	42
Other	15	16	11	15	21	15
No answer	57	56	60	59	55	56

Figures reported in percentages

Overall Salaries by Position
1985 and 1986
U.S. Summary

	1986	1985	% of Change
Computer Operations			
Manager - Computer Operations	$39,500	$38,000	+4.0
Supervisor - Computer Operations	28,400	27,800	+2.2
Lead Computer Operator	21,800	21,000	+3.8
Computer Operator - Level A	18,900	18,400	+2.7
Computer Operator - Level B	16,500	16,100	+2.5
Computer Operations Support Staff			
Tape Librarian	16,000	16,400	−2.4*
Data Quality Control Clerk	16,200	16,300	− .6*
Data Entry Operations			
Supervisor - Data Entry	23,200	22,100	+5.0
Lead Data Entry Operator	17,500	16,800	+4.2
Data Entry Operator - Level A	14,700	14,400	+2.1
Data Entry Operator - Level B	13,400	13,100	+2.3
Applications Programming			
Manager - Applications Programming	43,600	41,700	+4.6
Project Leader (Lead Programmer/Analyst)	38,400	37,400	+2.7
Systems Analyst (Sr. Programmer/Analyst)	33,700	32,600	+3.4
Programmer/Analyst	28,700	27,400	+4.7
Programmer	23,500	22,800	+3.1
Software Systems Programming			
Mgr. - Software Systems Programming	44,600	42,800	+4.2
Senior Software Systems Programmer	37,800	36,200	+4.4
Software Systems Programmer	31,400	30,500	+3.0
Database Management			
Database Administrator	39,200	37,400	+4.8

* *Percent invalid due to substantial change in sample.*

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.5	28.4	21.8	18.9	16.5	16.0	16.2	23.2	17.5	14.7	13.4	43.6	38.4	33.7	23.7	23.5	44.6	37.8	31.4	39.2
FIRST QUARTILE	34.0	23.5	18.5	16.5	14.5	13.5	13.5	18.5	15.5	12.5	11.5	38.0	34.0	30.0	25.5	20.5	40.0	34.0	28.0	34.0
MEDIAN	40.0	28.0	21.5	18.5	16.5	15.5	15.5	22.5	17.5	14.5	12.5	44.0	38.0	34.0	23.0	23.5	47.5	38.0	32.0	38.0
THIRD QUARTILE	47.5	32.0	24.5	21.5	18.5	17.5	18.5	25.5	19.5	16.5	15.5	47.5	42.0	36.0	32.0	25.5	52.5	42.0	36.0	47.5
NO. COMPANIES	1067	795	690	914	820	297	358	532	510	859	662	717	594	865	980	845	446	437	375	316
NO. EMPLOYEES	1164	1352	1631	3150	2714	608	1031	781	1088	4640	3920	1631	2907	5407	7366	4854	648	1317	1245	501

CANADA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.3	31.2	24.0	22.7	19.3	23.7	18.4	21.9	23.1	19.0	17.1	46.5	41.1	36.7	29.6	24.7	45.8	39.1	30.0	43.1
FIRST QUARTILE	40.0	25.5	18.5	19.5	16.5	19.5	15.5	14.5	19.5	16.5	13.5	42.0	36.0	32.0	25.5	22.5	36.0	36.0	23.5	38.0
MEDIAN	42.0	28.0	23.5	22.5	18.5	24.5	17.5	16.5	23.5	18.5	16.5	47.5	40.0	36.0	30.0	24.5	47.5	38.0	25.5	44.0
THIRD QUARTILE	52.5	32.0	28.0	25.5	20.5	25.5	20.5	25.5	25.5	21.5	19.5	52.5	47.5	40.0	32.0	26.5	52.5	42.0	40.0	47.5
NO. COMPANIES	29	19	12	31	20	7	7	5	11	31	21	19	16	27	35	23	5	10	7	7
NO. EMPLOYEES	30	20	24	57	32	9	16	8	12	79	62	30	59	119	162	152	5	19	12	7

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.6	28.4	21.6	18.9	16.3	16.0	15.7	23.2	17.3	14.9	13.6	42.7	38.4	33.3	28.4	23.6	44.7	37.9	30.7	38.4
FIRST QUARTILE	32.0	23.5	18.5	16.5	14.5	13.5	13.5	20.5	14.5	12.5	11.5	38.0	34.0	30.0	26.5	21.5	40.0	34.0	24.0	36.0
MEDIAN	40.0	28.0	21.5	18.5	15.5	15.5	15.5	22.5	17.5	14.5	13.5	42.0	38.0	34.0	28.0	23.5	47.5	38.0	30.0	38.0
THIRD QUARTILE	47.5	32.0	24.5	21.5	17.5	18.5	17.5	25.5	18.5	16.5	16.5	47.5	42.0	36.0	30.0	25.5	52.5	42.0	34.0	44.0
NO. COMPANIES	369	262	238	300	273	94	105	171	167	283	229	210	191	262	298	266	140	127	108	98
NO. EMPLOYEES	404	468	584	1073	784	169	381	268	353	1387	1445	496	867	1721	2194	1645	223	448	372	241

EAST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.4	28.3	21.6	19.0	16.6	15.7	16.6	24.3	18.4	15.4	13.5	44.2	38.4	33.6	29.4	23.9	45.2	36.8	30.4	38.3
FIRST QUARTILE	32.0	23.5	18.5	16.5	14.5	13.5	13.5	19.5	16.5	12.5	11.5	40.0	36.0	30.0	25.5	21.5	42.0	34.0	26.5	42.0
MEDIAN	40.0	28.0	21.5	18.5	16.5	15.5	16.5	23.5	19.5	15.5	12.5	44.0	38.0	34.0	30.0	23.5	47.5	38.0	30.0	38.0
THIRD QUARTILE	47.5	32.0	24.5	21.5	18.5	17.5	19.5	28.0	19.5	17.5	15.5	47.5	42.0	36.0	32.0	25.5	52.5	40.0	34.0	47.5
NO. COMPANIES	247	192	158	204	182	54	76	113	102	183	138	170	137	192	229	204	94	96	79	72
NO. EMPLOYEES	264	303	354	667	579	109	171	144	233	825	590	442	660	1288	1744	1221	134	283	262	75

WEST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	28.2	21.6	18.5	15.9	15.0	16.1	22.6	16.7	14.0	12.8	41.8	35.4	32.4	27.0	22.3	42.5	35.4	29.5	39.3
FIRST QUARTILE	32.0	23.5	18.5	15.5	13.5	13.5	13.5	18.5	14.5	11.5	11.5	38.0	30.0	28.0	23.5	20.5	38.0	30.0	25.5	36.0
MEDIAN	38.0	28.0	20.5	18.5	15.5	14.5	15.5	20.5	16.5	13.5	12.5	42.0	36.0	32.0	26.5	22.5	42.0	36.0	28.0	40.0
THIRD QUARTILE	44.0	32.0	23.5	20.5	17.5	15.5	17.5	24.5	18.5	15.5	13.5	47.5	40.0	36.0	30.0	24.5	47.5	40.0	32.0	47.5
NO. COMPANIES	159	118	95	147	117	47	60	85	77	148	90	138	99	155	165	142	75	81	68	57
NO. EMPLOYEES	169	223	230	498	415	124	166	149	177	1019	780	264	481	845	1339	798	88	170	202	69

SOUTHERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.5	28.2	21.9	18.9	16.6	16.6	16.4	22.7	17.2	14.2	12.7	45.3	39.9	34.7	29.4	23.4	45.2	39.2	33.3	41.4
FIRST QUARTILE	34.0	22.5	18.5	16.5	14.5	14.5	13.5	17.5	15.5	12.5	10.5	40.0	36.0	30.0	25.5	21.5	40.0	34.0	30.0	36.0
MEDIAN	40.0	28.0	21.5	18.5	16.5	16.5	15.5	22.5	16.5	13.5	12.5	47.5	40.0	34.0	28.0	23.5	47.5	40.0	34.0	44.0
THIRD QUARTILE	47.5	32.0	24.5	21.5	18.5	17.5	18.5	25.5	19.5	15.5	13.5	52.5	44.0	38.0	32.0	25.5	52.5	44.0	38.0	47.5
NO. COMPANIES	198	168	145	183	172	78	85	117	113	166	144	140	123	177	202	169	98	102	90	69
NO. EMPLOYEES	227	265	354	685	728	169	250	162	242	1126	686	328	736	1284	1620	1003	145	342	318	92

WESTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.3	30.0	23.7	20.3	18.1	18.1	18.2	22.9	18.0	16.7	14.3	44.7	41.0	35.4	30.1	24.9	44.0	40.1	35.1	37.2
FIRST QUARTILE	34.0	25.5	20.5	17.5	15.5	15.5	15.5	18.5	16.5	14.5	12.5	42.0	38.0	32.0	26.5	22.5	40.0	38.0	32.0	32.0
MEDIAN	40.0	30.0	22.5	19.5	18.5	18.5	17.5	22.5	17.5	17.5	14.5	44.0	42.0	36.0	30.0	25.5	44.0	40.0	36.0	36.0
THIRD QUARTILE	47.5	34.0	26.5	21.5	19.5	20.5	20.5	25.5	19.5	18.5	15.5	52.5	44.0	38.0	34.0	28.0	47.5	42.0	38.0	42.0
NO. COMPANIES	94	65	54	80	76	24	32	46	51	79	61	59	44	79	86	64	39	31	30	22
NO. EMPLOYEES	100	93	109	227	208	37	63	58	83	283	419	101	163	269	469	187	58	74	91	24

Summary Of Annual Salary Levels For Data Processing Positions in the United States

This table summarizes the salary levels for all of the participating companies in the United States. The data reflects the total number of employees reported by position titles at the various levels of annual base compensation.

An "A" has been placed to the left of the number of employees that fall in the salary level representing the annual base compensation of all of the employees reported in that particular job category. (See page 15 for actual average figures.)

For easy reference, the shaded figures for each job category indicate the number of employees by consecutive salary levels which represent the range from the first quartile to the third quartile inclusively (the middle 50%). (See page 15 for actual quartile figures.)

For example, by referring to the chart you can see that of the 1,164 managers of computer operations reported, a total of 101 received an annual base salary between $39,001 and $41,000, and the average salary of $39,500 falls within this range. The shaded area covers the salaries between $33,001 and $50,000 which includes the first quartile rate of $34,000 and the third quartile rate of $47,500.

This procedure can be applied to each position in the survey.

ANNUAL SALARY LEVEL	A MANAGER - COMPUTER OPERATIONS	B SUPERVISOR - COMPUTER OPERATIONS	C LEAD COMPUTER OPERATOR	D COMPUTER OPERATOR - LEVEL A	E COMPUTER OPERATOR - LEVEL B	F TAPE LIBRARIAN
UNDER-11000	–	1	2	31	76	24
11001-12000	–	2	4	31	98	31
12001-13000	–	1	3	66	173	40
13001-14000	1	4	12	154	276	77
14001-15000	–	1	45	203	334	94
15001-16000	1	4	52	270	347	A 89
16001-17000	3	11	96	250	A 392	69
17001-18000	3	23	142	324	293	35
18001-19000	5	26	148	A 328	214	48
19001-20000	4	37	143	354	125	27
20001-21000	11	35	148	255	111	27
21001-22000	6	67	A 117	256	82	11
22001-23000	14	77	134	203	50	9
23001-24000	11	79	135	109	53	8
24001-25000	11	70	90	75	30	7
25001-26000	18	88	65	61	23	4
26001-27000	21	79	82	55	3	1
27001-29000	50	A 170	96	76	22	3
29001-31000	54	153	55	34	9	–
31001-33000	76	128	30	3	2	2
33001-35000	71	93	15	1	1	2
35001-37000	93	61	7	–	–	–
37001-39000	88	64	2	–	–	–
39001-41000	A 101	29	7	–	–	–
41001-43000	91	14	–	–	–	–
43001-45000	99	12	–	–	–	–
45001-50000	143	7	1	–	–	–
50001-OVER	189	16	–	1	–	–
TOTAL EMPLOYEES	1164	1352	1631	3150	2714	608

G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

NUMBER OF EMPLOYEES BY JOB RATE

G	H	I	J	K	L	M	N	O	P	Q	R	S	T	TOTAL NUMBER OF EMPLOYEES
70	1	12	393	406	1	–	–	–	3	–	–	–	–	1420
57	5	17	471	423	1	–	–	–	2	–	–	1	–	1343
68	3	36	526	614	4	–	–	–	5	–	–	–	–	1539
113	12	80	728	A 483	–	–	–	2	16	–	–	–	–	1963
123	13	126	A 558	355	–	1	1	3	29	–	–	4	1	1891
101	25	105	530	361	–	2	–	5	35	–	–	1	–	1923
A 134	32	119	484	426	1	–	3	10	100	–	1	3	4	2148
81	40	A 142	384	88	2	1	2	31	138	–	2	5	3	1739
66	70	120	214	61	–	2	1	37	205	–	3	2	–	1554
52	59	140	107	52	3	2	1	87	250	–	3	13	2	1474
54	71	52	126	22	3	4	5	129	423	–	1	14	2	1487
25	45	45	38	15	1	8	19	261	490	3	2	20	1	1511
27	54	39	17	–	–	6	12	282	555	1	–	13	4	1447
16	A 54	19	27	–	1	8	62	309	A 531	–	5	38	5	1530
10	44	13	21	2	1	12	101	410	431	2	12	42	3	1447
8	58	16	5	–	1	30	125	536	544	1	12	71	7	1673
7	34	1	6	2	3	30	141	591	242	3	10	53	4	1422
4	41	4	3	–	15	84	442	A 1247	377	7	56	130	9	2835
4	42	1	2	–	17	135	687	1399	198	14	66	177	21	3069
2	26	–	3	1	37	216	926	840	21	12	110	A 174	30	2704
3	15	–	–	–	63	269	A 861	510	38	22	130	131	34	2266
1	11	1	–	–	103	366	790	262	17	31	142	115	48	2048
–	8	–	–	–	190	A 427	475	163	5	35	A 182	125	103	1870
–	7	–	–	–	121	383	291	199	4	62	172	55	A 33	1460
–	6	–	–	–	166	294	215	35	1	56	155	23	24	1082
–	2	–	–	1	A 177	217	161	13	3	A 63	132	11	32	925
–	1	–	–	–	365	299	69	4	–	143	98	7	79	1216
–	2	–	–	–	355	110	17	2	1	187	23	3	52	958
1031		1088		3920		2907		7366		648		1245		
	781		4640		1631		5407		4854		1317		501	47955

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.7	29.8	22.6	19.6	16.8	17.2	17.6	24.2	19.6	16.0	13.7	42.9	38.5	31.8	29.6	23.6	44.4	37.6	30.5	34.1
FIRST QUARTILE	34.0	25.5	19.5	17.5	14.5	14.5	14.5	19.5	16.5	13.5	12.5	38.0	34.0	30.0	25.5	20.5	40.3	34.0	26.5	32.0
MEDIAN	42.0	30.0	22.5	19.5	16.5	15.5	17.5	24.5	19.5	15.5	13.5	44.0	38.0	34.0	28.0	23.5	44.0	38.0	32.0	34.0
THIRD QUARTILE	47.5	34.0	25.5	21.5	18.5	18.5	20.5	26.5	19.5	17.5	14.5	47.5	42.0	36.0	32.0	25.5	47.5	42.0	36.0	47.5
NO. COMPANIES	326	233	186	290	239	93	72	117	129	271	183	195	152	265	296	260	122	112	65	44
NO. EMPLOYEES	336	309	350	756	551	60	129	160	254	912	573	292	493	954	1159	679	147	257	234	93

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.7	27.4	21.5	18.0	16.2	15.7	14.7	22.6	16.7	13.6	12.4	45.1	38.1	33.3	28.1	22.9	45.4	38.0	31.2	41.5
FIRST QUARTILE	32.0	22.5	18.5	15.5	14.5	13.5	12.5	19.5	14.5	11.5	10.5	42.0	36.0	30.0	25.5	20.5	42.0	34.0	24.0	40.0
MEDIAN	40.0	26.5	21.5	17.5	15.5	15.5	13.5	22.5	16.5	13.5	12.5	47.5	38.0	34.0	28.0	22.5	47.5	38.0	30.0	47.5
THIRD QUARTILE	47.5	32.0	24.5	19.5	17.5	17.5	16.5	25.5	18.5	15.5	14.5	47.5	42.0	36.0	30.0	24.5	52.5	42.0	34.0	47.5
NO. COMPANIES	219	191	173	210	184	119	112	143	130	172	139	182	158	265	320	196	112	131	104	65
NO. EMPLOYEES	235	376	508	786	734	240	317	227	279	1246	969	491	1022	1936	2706	1876	164	426	312	192

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.3	27.6	20.1	17.7	15.6	14.9	14.8	22.9	17.6	14.1	13.1	44.8	39.3	34.7	31.5	23.5	45.3	37.7	32.3	39.9
FIRST QUARTILE	32.0	23.5	17.5	15.5	13.5	11.5	12.5	18.5	15.5	12.5	10.5	42.0	34.0	30.0	28.0	20.5	42.0	34.0	25.5	34.0
MEDIAN	40.0	28.0	19.5	16.5	15.5	14.5	14.5	22.5	17.5	13.5	12.5	44.0	40.0	34.0	32.0	23.5	44.0	38.0	30.0	44.0
THIRD QUARTILE	47.5	32.0	22.5	19.5	17.5	15.5	16.5	26.5	19.5	15.5	15.5	52.5	47.5	38.0	36.0	25.5	52.5	42.0	34.0	47.5
NO. COMPANIES	94	65	66	77	78	18	29	57	60	97	82	60	54	71	88	75	42	25	24	22
NO. EMPLOYEES	107	102	106	211	193	24	69	59	88	477	273	150	185	321	703	477	54	59	55	27

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.5	34.9	27.4	24.1	19.9	19.5	20.1	31.0	20.8	18.4	15.7	49.4	43.8	38.3	32.8	26.8	48.3	41.4	36.7	43.1
FIRST QUARTILE	42.0	30.0	23.5	21.5	17.5	15.5	15.5	26.5	17.5	16.5	13.5	47.5	40.0	36.0	30.0	24.5	44.0	38.0	34.0	36.0
MEDIAN	47.5	34.0	28.0	23.5	19.5	17.5	19.5	30.0	21.5	18.5	14.5	52.5	44.0	38.0	34.0	26.5	52.5	42.0	38.0	44.0
THIRD QUARTILE	52.5	38.0	30.0	28.0	22.5	23.5	23.5	36.0	22.5	20.5	18.5	52.5	47.5	42.0	36.0	30.0	52.5	44.0	38.0	47.5
NO. COMPANIES	57	48	37	47	48	46	30	40	31	50	35	47	42	53	59	56	33	35	30	29
NO. EMPLOYEES	57	79	84	229	212	42	98	49	61	224	141	79	282	548	752	432	35	138	133	47

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	27.5	21.1	18.4	16.1	15.6	16.3	21.6	16.7	14.5	13.4	41.8	36.8	32.3	27.0	23.3	43.0	36.7	35.5	36.9
FIRST QUARTILE	32.0	22.5	17.5	15.5	14.5	13.5	14.5	18.5	14.5	12.5	11.5	38.0	32.0	28.0	23.5	20.5	38.0	32.0	26.5	34.0
MEDIAN	38.0	26.5	20.5	18.5	16.5	15.5	16.5	20.5	16.5	14.5	12.5	40.0	38.0	32.0	26.5	23.5	44.0	36.0	38.0	36.3
THIRD QUARTILE	44.0	30.0	23.5	20.5	17.5	17.5	18.5	24.5	18.5	16.5	15.5	47.5	42.0	36.0	30.0	25.5	47.5	40.0	34.0	39.5
NO. COMPANIES	371	252	228	290	271	81	115	175	160	269	223	243	188	259	317	258	137	133	116	103
NO. EMPLOYEES	429	495	583	1168	1024	242	419	286	406	1881	1956	619	925	1648	2046	1390	234	481	476	237

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	30.5	25.0	19.5	17.1	15.9	17.1	23.9	18.3	15.5	13.6	44.2	33.0	33.6	23.2	23.5	45.0	38.9	31.4	37.3
FIRST QUARTILE	34.0	25.5	20.5	17.5	14.5	13.5	13.5	20.5	15.5	14.5	11.5	38.0	29.0	30.0	21.5	20.5	40.3	36.0	26.0	34.5
MEDIAN	40.0	30.0	22.5	19.5	16.5	13.5	17.5	24.5	17.5	15.5	13.5	44.3	34.0	34.0	25.0	23.5	47.5	45.0	32.0	35.5
THIRD QUARTILE	47.5	36.0	26.5	21.5	18.5	15.5	20.5	25.5	14.0	17.5	14.5	47.5	42.0	37.0	30.0	25.5	52.5	44.0	36.5	38.5
NO. COMPANIES	134	45	94	102	93	18	21	46	51	111	76	57	95	102	134	36	63	34	24	14
NO. EMPLOYEES	143	111	164	233	185	20	46	94	93	117	104	78	133	337	365	240	63	40	58	16

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.5	28.2	21.4	17.8	15.8	15.6	13.6	23.0	15.2	14.1	12.2	45.4	39.1	33.4	28.4	25.3	46.7	37.0	31.4	39.0
FIRST QUARTILE	32.3	23.5	18.5	15.5	13.5	12.5	11.5	20.5	13.5	12.5	10.5	42.3	35.0	32.0	28.0	23.5	43.0	36.0	31.0	42.0
MEDIAN	40.0	28.0	20.5	17.5	15.5	15.5	13.5	24.5	16.5	13.5	11.5	47.5	38.0	34.0	32.0	22.5	47.5	33.0	31.0	47.5
THIRD QUARTILE	47.5	32.0	23.5	19.5	16.5	18.5	15.5	25.5	16.5	15.5	13.5	52.5	47.0	36.0	31.5	28.5	52.5	38.0	34.0	52.5
NO. COMPANIES	65	30	30	38	34	38	24	45	36	51	44	30	48	47	82	23	29	30	22	11
NO. EMPLOYEES	71	120	177	285	229	24	111	92	97	311	304	162	425	774	1785	822	97	159	151	59

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	27.7	21.8	18.6	15.3	15.8	15.7	25.3	25.3	13.6	13.7	42.5	35.0	32.7	27.5	22.5	44.1	35.6	27.8	32.9
FIRST QUARTILE	34.0	23.5	17.5	15.5	14.5	14.5	13.5	18.5	15.5	11.5	11.5	38.0	32.0	30.0	25.0	20.5	42.0	34.0	26.5	25.0
MEDIAN	40.0	26.0	21.5	17.5	15.5	14.5	15.0	21.5	14.5	13.5	14.5	42.5	35.0	32.5	26.5	22.5	44.0	35.0	25.5	32.5
THIRD QUARTILE	47.5	32.0	23.5	20.5	16.5	15.5	14.5	30.0	22.5	15.5	15.5	47.5	38.0	34.0	30.5	24.5	47.5	40.0	32.5	40.5
NO. COMPANIES	35	23	22	29	25	3	9	17	15	16	28	17	15	23	26	24	13	12	7	7
NO. EMPLOYEES	36	30	35	64	60	4	25	19	19	172	43	10	52	58	85	75	14	28	14	7

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.4	37.2	27.1	25.6	17.8	22.5	23.6	30.4	20.6	19.5	16.1	49.1	41.7	39.3	32.7	29.0	53.5	39.1	33.7	48.5
FIRST QUARTILE	35.0	34.0	23.5	23.5	15.5	20.5	22.5	30.0	17.5	16.5	13.5	47.5	34.0	32.0	30.0	25.5	47.5	36.0	25.0	47.5
MEDIAN	44.0	36.0	25.5	26.5	20.5	21.5	22.5	30.0	17.5	19.5	17.5	52.5	42.0	38.0	30.0	28.0	57.5	38.0	34.0	47.5
THIRD QUARTILE	52.5	38.0	28.0	28.0	22.5	24.0	25.5	30.0	22.5	25.5	17.5	52.5	44.0	38.0	34.0	32.0	52.5	40.5	35.0	52.5
NO. COMPANIES	12	8	9	8	10	4	3	5	5	10	4	4	7	7	3	4	5	4	3	4
NO. EMPLOYEES	12	10	13	33	28	4	21	5	11	16	5	4	31	62	52	41	5	16	31	4

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.0	27.2	20.5	18.8	16.0	15.5	15.7	22.6	15.5	14.9	14.2	39.7	37.4	32.2	27.3	23.8	41.5	36.4	29.7	36.6
FIRST QUARTILE	32.0	23.5	17.5	16.5	14.5	13.5	13.5	19.5	14.5	12.5	11.5	36.0	34.0	29.0	23.5	20.5	34.0	32.0	25.5	35.0
MEDIAN	35.0	26.5	19.5	19.5	16.5	14.5	15.5	20.5	16.5	15.5	14.5	38.0	38.0	32.0	26.5	23.5	42.0	36.0	30.0	39.0
THIRD QUARTILE	44.0	28.0	22.5	21.5	17.5	16.5	16.5	25.5	18.5	16.5	16.5	44.0	42.0	36.0	30.0	28.0	47.5	40.0	34.0	39.0
NO. COMPANIES	113	43	74	103	86	31	43	57	57	41	27	28	66	85	91	27	44	42	17	31
NO. EMPLOYEES	140	147	193	458	281	45	174	89	152	447	791	217	146	551	685	645	86	144	114	145

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EAST CENTRAL U.S. — Salaries by Type of Business

MANUFACTURING/PRODUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.0	28.9	22.5	19.9	16.1	16.6	18.1	25.5	17.3	16.0	14.3	41.9	34.1	33.8	28.4	24.3	43.6	37.0	31.8	38.7
FIRST QUARTILE	34.0	25.5	17.5	17.5	13.5	14.5	14.5	21.5	19.5	13.5	12.5	38.0	34.0	32.0	25.5	22.5	38.0	34.0	28.0	32.0
MEDIAN	42.0	28.0	22.5	19.5	15.5	14.5	18.5	25.5	19.5	15.5	13.5	42.0	38.0	34.0	28.0	24.5	47.5	40.0	32.0	40.0
THIRD QUARTILE	47.5	32.0	24.5	22.5	17.5	20.5	20.5	30.0	19.5	18.5	15.5	47.5	42.0	36.0	32.0	26.5	47.5	42.0	36.0	44.0
NO. COMPANIES	86	62	48	45	53	12	20	30	29	69	41	53	40	58	79	72	28	31	27	25
NO. EMPLOYEES	859	40	86	228	171	14	25	41	94	243	90	101	123	277	334	215	33	71	75	25

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.4	28.0	22.4	18.1	17.2	15.4	15.5	23.8	17.6	14.2	13.4	45.7	37.8	32.3	27.1	22.2	45.9	37.1	31.3	40.6
FIRST QUARTILE	36.0	23.5	18.5	15.5	14.5	13.5	12.5	19.5	14.5	12.5	11.5	42.0	36.0	30.0	24.5	20.5	42.0	34.0	28.0	32.0
MEDIAN	40.0	28.0	21.5	17.5	16.5	15.5	14.5	22.5	16.5	13.5	12.5	47.5	38.0	32.0	28.0	22.5	47.5	38.0	32.0	42.0
THIRD QUARTILE	44.0	32.5	25.5	20.5	20.5	16.5	17.5	26.5	19.5	15.5	15.5	47.5	40.0	34.0	30.0	23.5	52.5	40.0	32.0	52.5
NO. COMPANIES	45	45	38	44	39	26	28	30	27	37	26	42	40	48	50	49	27	32	19	17
NO. EMPLOYEES	52	42	117	194	142	63	74	44	61	267	268	153	278	485	532	379	39	124	59	17

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.9	28.5	23.7	17.8	15.4	17.2	15.2	27.3	17.5	14.9	13.0	46.8	41.9	36.5	33.5	24.6	48.5	39.2	31.6	39.9
FIRST QUARTILE	34.0	25.5	16.5	14.5	12.5	12.5	13.5	21.5	14.5	12.5	10.5	44.0	38.0	34.0	30.0	22.5	47.5	38.0	28.0	30.0
MEDIAN	47.5	28.0	17.5	16.5	15.5	16.5	14.5	26.5	17.5	14.5	12.5	47.5	44.0	38.0	34.0	25.5	52.5	40.0	32.0	44.0
THIRD QUARTILE	52.5	32.0	19.5	20.5	17.5	23.5	17.5	28.0	20.5	16.5	14.5	52.5	47.5	40.0	40.0	25.5	52.5	42.0	36.0	47.5
NO. COMPANIES	22	14	19	16	16	5	8	12	14	19	20	16	13	18	22	17	10	4	5	6
NO. EMPLOYEES	31	30	32	72	47	7	14	12	22	70	71	75	82	171	458	285	25	22	31	7

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1	33.4	27.0	24.8	22.3		-	30.5	23.9	19.3	17.4	48.1	42.8	38.5	34.4	27.8	45.5	38.7	36.2	
FIRST QUARTILE	40.0	30.0	26.5	21.5	18.5		-	19.5	22.5	16.5	14.5	47.5	38.0	34.0	32.0	26.5	40.0	34.0	25.0	
MEDIAN	42.0	32.0	30.0	28.0	23.5		-	32.0	22.5	19.5	18.5	47.5	47.5	38.0	36.0	28.0	44.0	36.0	34.0	
THIRD QUARTILE	44.0	38.0	32.0	28.0	25.5		-	40.0	24.5	20.5	18.5	52.5	47.5	42.0	38.0	30.0	52.5	47.5	44.0	
NO. COMPANIES	5	4	5	7	7		-	6	4	8	8	6	4	7	7	5	3	3	3	
NO. EMPLOYEES	5	15	10	24	18		-	7	3	52	21	9	18	43	40	91	3	9	7	

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.6	26.7	20.2	18.2	16.1	14.9	17.8	21.5	17.3	15.5	13.0	42.1	37.2	33.[illegible]	29.8	23.8	43.4	34.6	27.8	35.7
FIRST QUARTILE	33.0	21.5	17.5	15.5	14.5	11.5	13.5	18.5	16.5	13.5	10.5	38.0	34.0	30.0	25.5	21.5	40.0	32.0	21.5	32.0
MEDIAN	36.0	26.5	19.5	18.5	16.5	13.5	18.5	20.5	17.5	15.5	12.5	42.0	38.0	36.[illegible]	29.0	24.5	44.0	34.0	26.5	36.0
THIRD QUARTILE	42.0	32.0	22.5	20.5	17.5	16.5	20.5	23.5	18.5	16.5	14.5	44.0	42.0	36.[illegible]	30.0	25.5	47.5	40.0	32.0	38.0
NO. COMPANIES	65	52	48	56	62	9	20	35	28	50	43	53	40	5[illegible]	71	58	26	26	25	22
NO. EMPLOYEES	86	75	104	149	194	23	51	40	46	188	140	104	159	312	380	251	34	57	90	24

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WEST CENTRAL U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	30.7	22.7	20.6	16.5	18.9	18.9	24.4	20.3	17.8	14.1	40.9	35.4	32.6	28.9	22.8	42.5	35.4	29.3	36.9
FIRST QUARTILE	34.0	25.5	20.5	17.5	13.5	15.5	14.5	19.5	16.5	14.5	11.5	36.0	32.0	30.0	25.5	19.5	38.0	32.0	25.5	28.0
MEDIAN	40.0	30.0	23.5	20.5	15.5	15.5	17.5	24.5	19.5	17.5	13.5	42.0	36.0	32.0	28.0	22.5	42.0	36.0	30.0	38.0
THIRD QUARTILE	47.5	34.0	25.5	22.5	17.5	18.5	21.5	28.0	23.5	20.5	15.5	47.5	35.0	34.0	32.0	25.5	47.5	38.0	32.0	44.0
NO. COMPANIES	45	29	17	42	35	5	12	16	15	47	22	41	29	44	50	43	23	22	20	21
NO. EMPLOYEES	46	38	30	122	81	6	20	21	20	133	55	63	104	160	241	109	24	50	55	23

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.6	28.1	22.1	18.1	16.0	16.0	15.4	22.6	16.8	13.2	12.5	44.1	38.0	33.2	27.1	22.2	44.0	36.7	30.2	42.8
FIRST QUARTILE	34.0	22.5	17.5	14.5	14.5	13.5	12.5	19.5	14.5	11.5	10.5	40.0	34.0	30.0	24.5	20.5	34.0	30.0	25.5	38.0
MEDIAN	40.0	28.0	20.5	18.5	16.5	14.5	14.5	20.5	16.5	12.5	12.5	44.0	38.0	34.0	28.0	22.5	44.0	38.0	30.0	44.0
THIRD QUARTILE	44.0	34.0	25.5	19.5	17.5	17.5	16.5	24.5	18.5	14.5	13.5	52.5	42.0	36.0	30.0	24.5	52.5	42.0	34.0	47.5
NO. COMPANIES	46	32	34	44	36	27	24	29	25	35	30	42	35	48	52	44	27	29	26	15
NO. EMPLOYEES	47	70	84	135	144	40	53	43	37	414	167	90	152	374	496	456	29	54	63	19

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.9	25.5	18.6	16.8	14.8	13.5		22.1	18.1	15.0	12.0	44.4	43.4	32.6	27.4	21.5	49.0	36.9	29.3	
FIRST QUARTILE	34.0	23.5	17.5	14.5	13.5	10.5		16.5	17.5	13.5	10.5	40.0	40.0	30.0	23.5	20.5	42.0	30.0	23.5	
MEDIAN	42.0	24.5	18.5	16.5	13.5	12.5		20.5	18.5	15.5	11.5	44.0	42.0	32.0	28.0	21.5	52.5	34.0	24.0	
THIRD QUARTILE	44.0	28.0	18.5	18.5	15.5	15.5		25.5	19.5	15.5	13.5	47.5	47.5	36.0	30.0	22.5	52.5	42.0	34.0	
NO. COMPANIES	4	6	3	5	3	3		6	7	10	4	7	3	6	5	3	3	4	4	
NO. EMPLOYEES	4	14	8	16	13	4		6	15	60	19	11	15	21	36	16	3	8	10	

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.7	35.1	25.3	24.4	15.7	-	17.4	36.7	20.3	19.1	16.2	48.6	42.2	39.2	32.8	23.7		38.7		
FIRST QUARTILE	42.0	34.0	21.5	22.5	15.5	-	14.5	36.0	16.5	18.5	15.5	47.5	38.0	32.0	30.0	23.5		38.0		
MEDIAN	42.0	34.0	21.5	22.5	15.5	-	14.5	36.0	16.5	19.5	16.5	52.5	38.0	40.0	32.0	23.5		38.0		
THIRD QUARTILE	47.5	38.0	28.0	28.0	15.5	-	21.5	40.0	23.5	19.5	16.5	52.5	47.5	44.0	34.0	24.5		40.0		
NO. COMPANIES	6	5	4	4	2	-	3	2	4	5	2	3	3	5	5	6		2		
NO. EMPLOYEES	6	10	6	18	5	-	10	6	4	21	3	5	20	38	81	26		3		

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	27.0	20.8	17.2	15.5	14.2	15.8	21.1	15.5	13.1	12.7	39.5	32.0	30.2	25.0	22.3	40.0	33.6	28.9	38.4
FIRST QUARTILE	30.0	22.5	18.5	14.5	14.5	12.5	13.5	17.5	13.5	10.5	11.5	36.0	28.0	26.5	22.5	19.5	30.0	30.0	25.5	34.0
MEDIAN	34.0	25.5	19.5	17.5	15.5	13.5	16.5	18.5	14.5	13.5	12.5	38.0	32.0	28.0	23.5	21.5	40.0	34.0	28.0	40.0
THIRD QUARTILE	42.0	28.0	21.5	18.5	16.5	15.5	17.5	21.5	17.5	14.5	13.5	42.0	34.0	32.0	26.5	24.5	47.5	34.0	30.0	42.0
NO. COMPANIES	58	39	37	52	41	12	20	30	25	51	32	45	29	52	53	46	20	24	17	19
NO. EMPLOYEES	66	87	102	207	170	74	79	73	101	391	536	95	190	252	485	191	30	55	71	25

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

SOUTHERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.1	28.7	21.7	18.6	15.5	17.4	17.1	25.0	14.0	14.7	12.6	44.2	41.1	35.1	28.1	22.9	45.4	36.7	31.5	41.1
FIRST QUARTILE	36.0	23.5	19.5	16.5	15.5	15.5	12.5	20.5	15.5	12.5	11.5	38.0	36.0	32.0	25.5	20.5	40.0	32.0	27.0	34.5
MEDIAN	44.2	28.0	21.5	18.5	17.5	16.5	15.5	22.5	16.5	14.5	11.5	44.0	40.0	34.0	28.0	23.5	44.5	36.0	30.0	44.0
THIRD QUARTILE	52.5	34.0	23.5	20.5	20.5	19.5	18.5	28.0	20.5	16.5	13.5	52.5	47.5	40.0	32.0	28.5	52.5	42.0	36.0	47.5
NO. COMPANIES	39	37	29	44	38	13	14	18	25	38	30	25	21	38	44	15	19	22	14	11
NO. EMPLOYEES	39	45	52	135	91	15	25	22	45	123	73	32	59	152	153	77	26	41	11	11

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.9	26.8	20.6	17.6	15.7	15.5	14.4	21.4	16.6	13.2	12.3	44.0	38.1	32.9	27.8	23.1	40.4	35.7	31.1	42.4
FIRST QUARTILE	36.0	20.5	17.5	16.5	13.5	13.5	12.5	17.5	14.5	11.5	11.5	40.0	34.0	30.0	25.5	20.5	44.0	36.0	28.0	36.0
MEDIAN	42.0	23.5	19.5	17.5	15.5	15.5	14.5	20.5	16.5	12.5	12.5	44.0	38.0	34.0	28.0	22.5	47.5	40.0	30.0	44.0
THIRD QUARTILE	47.5	30.0	23.5	19.5	17.5	16.5	16.5	24.5	19.5	14.5	13.5	47.5	42.0	36.0	30.0	25.5	52.5	44.0	36.0	47.5
NO. COMPANIES	42	42	41	45	39	21	28	28	29	34	29	16	27	41	34	35	22	25	25	13
NO. EMPLOYEES	45	73	106	133	173	36	65	38	41	215	150	63	141	246	343	192	31	73	47	13

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.5	27.4	18.5	16.0	14.9	13.5	12.3	19.2	15.1	13.4	12.0	42.7	36.6	32.3	28.6	21.4	41.7	37.9	31.3	44.6
FIRST QUARTILE	28.0	21.5	16.5	14.5	13.5	11.5	10.5	16.5	13.5	11.5	10.5	40.0	32.0	28.0	25.5	20.5	42.0	32.0	28.0	44.0
MEDIAN	36.0	26.5	18.5	15.5	13.5	11.5	10.5	19.5	14.5	13.5	11.5	42.0	36.0	30.0	30.0	20.5	42.0	36.0	30.0	47.5
THIRD QUARTILE	44.0	32.0	20.5	16.5	16.5	15.5	14.5	22.5	16.5	14.5	12.5	44.0	42.0	34.0	32.0	23.5	44.0	40.0	34.0	47.5
NO. COMPANIES	23	15	16	17	21	6	7	14	17	17	21	17	19	20	26	22	11	5	7	5
NO. EMPLOYEES	26	17	21	40	50	8	14	15	24	65	71	30	45	52	92	33	17	5	13	9

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.5	35.1	27.0	23.1	19.4	18.9	18.7	30.0	19.5	16.9	15.1	49.8	44.6	38.8	33.0	26.4	49.6	43.2	36.8	42.7
FIRST QUARTILE	47.5	30.0	23.5	21.5	17.5	15.5	15.5	25.5	16.5	14.5	12.5	47.5	42.0	36.0	30.0	24.5	47.5	40.0	34.0	36.0
MEDIAN	52.5	36.0	28.0	23.5	19.5	16.5	17.5	30.0	19.5	17.5	14.5	52.5	47.5	38.0	34.0	26.5	52.5	44.0	36.0	42.0
THIRD QUARTILE	52.5	40.0	30.0	25.5	21.5	23.5	20.5	36.0	21.5	19.5	16.5	52.5	47.5	42.0	36.0	28.0	52.5	47.5	40.0	47.5
NO. COMPANIES	26	21	18	25	24	17	17	22	12	21	17	25	22	28	32	27	17	13	17	15
NO. EMPLOYEES	26	34	47	136	139	30	58	26	32	85	102	44	183	359	502	238	19	80	67	33

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	28.2	21.7	17.9	15.6	16.4	16.6	20.5	17.2	14.2	12.1	45.4	38.2	32.6	27.4	22.4	44.0	38.1	32.9	39.4
FIRST QUARTILE	34.0	22.5	18.5	15.5	13.5	14.5	14.5	15.5	15.5	13.5	10.5	40.0	34.0	30.0	25.5	20.5	38.0	34.0	30.0	32.0
MEDIAN	38.0	28.0	20.5	17.5	15.5	15.5	16.5	19.5	16.5	13.5	11.5	47.5	38.0	32.0	26.5	22.5	47.5	38.0	32.0	38.0
THIRD QUARTILE	44.0	32.0	23.5	19.5	17.5	18.5	18.5	23.5	19.5	15.5	12.5	47.5	42.0	36.0	30.0	23.5	52.5	42.0	36.0	47.5
NO. COMPANIES	68	53	41	52	50	21	19	35	30	56	48	39	34	50	62	50	29	30	27	23
NO. EMPLOYEES	91	96	128	241	273	80	88	61	70	638	290	159	308	475	520	405	54	142	153	24

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

WESTERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.1	31.1	22.2	19.0	15.5	17.1	17.3	18.9	16.8	16.2	13.9	47.6	44.6	36.3	32.1	25.8	43.3	41.4	33.6	38.0
FIRST QUARTILE	36.0	25.5	19.5	17.5	12.5	14.5	14.5	15.5	14.5	14.5	12.5	44.0	39.0	30.0	28.0	20.5	44.3	35.0	32.3	32.5
MEDIAN	42.0	30.0	21.5	18.5	15.5	15.5	17.5	17.5	15.5	15.5	13.5	47.5	44.0	36.0	32.0	23.5	47.5	35.0	34.5	34.0
THIRD QUARTILE	47.5	36.0	23.5	20.5	17.5	20.5	19.5	23.5	17.5	17.5	14.5	52.5	47.5	40.0	36.0	25.5	52.5	47.5	40.3	47.5
NO. COMPANIES	17	13	8	17	10	5	5	5	5	16	14	9	7	13	15	14	5	5	4	7
NO. EMPLOYEES	19	16	13	38	22	5	9	12	17	26	144	18	24	32	55	38	5	5	4	7

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.4	27.6	21.8	19.4	17.2	17.7	16.0	23.5	17.0	15.1	14.5	43.1	33.0	35.1	30.5	24.7	44.5	39.5	33.4	–
FIRST QUARTILE	28.0	25.5	19.5	16.5	14.5	14.5	14.5	21.5	15.5	13.5	13.5	42.0	34.0	32.0	28.0	21.5	43.3	35.5	30.3	–
MEDIAN	40.0	26.5	21.5	19.5	17.5	15.5	15.5	21.5	17.5	15.5	14.5	42.0	34.0	34.0	30.3	24.5	44.0	39.0	34.5	–
THIRD QUARTILE	47.5	30.0	24.5	21.5	19.5	16.5	17.5	25.5	19.5	17.5	15.5	47.5	42.0	36.0	36.3	30.0	47.3	42.0	39.3	–
NO. COMPANIES	18	15	10	19	16	7	8	10	11	15	11	14	8	21	26	13	7	12	4	–
NO. EMPLOYEES	18	21	24	39	17	7	14	10	11	31	30	23	26	64	130	27	12	15	17	–

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.1	29.1	23.2	19.1	16.6	12.5	16.1	22.9	17.6	15.1	15.3	41.4	37.2	33.2	29.6	19.7	42.5	36.0	30.0	38.7
FIRST QUARTILE	25.5	20.5	21.5	17.5	15.5	12.5	12.5	19.5	17.5	13.5	14.5	38.0	32.0	28.0	25.0	16.5	40.3	28.0	30.3	36.3
MEDIAN	30.0	32.0	23.5	18.5	16.5	12.5	14.5	22.5	17.5	14.5	14.5	40.0	38.0	34.0	28.0	17.5	40.7	40.0	30.3	38.0
THIRD QUARTILE	40.0	36.0	25.5	21.5	17.5	12.5	17.5	23.5	18.0	16.5	15.5	40.0	42.0	38.0	32.0	22.5	47.5	40.0	30.3	44.0
NO. COMPANIES	10	7	6	8	13	1	4	8	7	11	9	3	4	5	2	4	3	1	1	3
NO. EMPLOYEES	10	7	10	19	21	1	8	8	9	33	25	4	11	19	52	6	5	1	1	3

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.6	33.6	30.3	27.2	21.8	18.0	24.3	31.1	22.9	19.9	17.5	49.3	42.9	36.5	30.4	27.7	43.8	42.4	36.2	40.9
FIRST QUARTILE	42.0	30.0	19.5	21.5	18.5	14.5	24.5	32.0	21.5	18.5	13.5	47.5	40.0	36.0	21.5	28.0	34.0	42.0	36.0	39.0
MEDIAN	42.0	32.0	36.0	30.0	21.5	15.5	24.5	32.0	22.5	20.5	19.5	52.5	42.0	38.0	32.0	28.0	44.0	42.0	36.0	38.0
THIRD QUARTILE	52.5	36.0	36.0	30.0	24.5	18.5	24.5	32.0	25.5	22.5	19.5	52.5	47.5	40.0	36.0	28.0	52.5	42.0	38.0	42.0
NO. COMPANIES	7	5	2	3	5	3	2	5	5	6	4	5	6	6	7	6	6	2	3	5
NO. EMPLOYEES	7	9	8	18	22	4	9	5	7	25	7	12	30	46	79	26	6	10	35	5

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.9	30.2	24.0	20.2	18.4	18.9	18.1	22.9	19.2	17.0	16.4	43.5	40.3	34.4	27.6	25.1	43.7	39.8	33.3	38.1
FIRST QUARTILE	34.0	26.5	20.5	19.5	16.5	17.5	15.5	19.5	16.5	14.5	12.5	38.0	34.0	32.0	26.5	23.5	40.3	38.0	33.0	26.3
MEDIAN	40.0	30.0	23.5	19.5	18.5	19.5	17.5	23.5	18.5	17.5	14.5	44.0	40.0	34.0	28.0	25.5	44.0	40.0	35.3	34.0
THIRD QUARTILE	47.5	34.0	26.5	21.5	20.5	20.5	20.5	25.5	19.5	18.5	16.5	47.5	42.0	36.0	32.0	28.5	47.5	42.0	35.0	42.0
NO. COMPANIES	42	25	28	33	32	8	13	18	23	29	23	28	19	33	35	27	13	11	12	8
NO. EMPLOYEES	46	40	54	113	106	20	23	23	49	171	209	44	72	108	173	48	32	41	34	9

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

ALBANY, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	32.4	21.7	15.8	14.1	18.5	12.3	22.2	13.3	14.5	14.4	43.5	30.2	28.7	27.5	22.6	47.1	40.2	27.3	35.1
FIRST QUARTILE	37.5	30.1	16.5	13.5	11.3	13.5	11.3	17.5	12.5	11.5	12.5	35.2	28.6	12.0	25.0	15.3	42.3	39.5	25.5	17.5
MEDIAN	40.0	32.1	17.3	15.5	13.5	13.5	12.5	21.5	13.5	13.5	15.5	47.5	35.0	14.0	28.3	21.5	47.1	42.0	27.3	40.1
THIRD QUARTILE	47.5	34.0	25.0	21.3	16.3	15.5	12.5	26.5	17.5	16.5	16.5	47.5	43.0	40.5	35.0	25.5	52.3	42.0	31.0	47.5
NO. COMPANIES	12	5	7	10	11	4	3	5	4	8	5	7	7	4	5	4	1	2	4	1
NO. EMPLOYEES	12	7	11	26	24	6	10	5	7	15	27	12	14	43	42	24	1	4	5	1

BALTIMORE, MD

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.7	26.7	21.1	18.7	15.4	15.5	14.4	22.3	15.8	15.5	11.7	42.2	34.3	35.8	29.6	19.8	37.3	42.1	31.3	
FIRST QUARTILE	32.8	23.5	19.6	15.5	13.5	14.5	13.3	17.5	13.5	13.5	11.3	38.8	34.8	32.8	28.3	24.5	32.3	41.8	28.8	28.5
MEDIAN	42.5	25.5	21.5	18.5	15.5	16.5	14.5	20.5	15.3	15.5	13.5	42.8	34.8	34.8	33.8	26.3	35.8	42.8	30.5	
THIRD QUARTILE	47.5	28.8	22.5	20.5	17.3	17.5	17.3	23.5	20.3	16.5	13.5	44.8	44.8	38.8	32.8	29.8	42.3	44.5	34.3	
NO. COMPANIES	16	11	12	14	12	4	4	8	4	10	7	11	8	10	10	10	7	2	3	
NO. EMPLOYEES	16	21	22	30	27	6	11	8	10	23	22	19	19	23	112	108	7	4	17	

BRIDGEPORT (GREATER), CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.2	30.8	23.1	19.9	15.3	19.4	15.1	24.5	19.8	16.5	15.3	48.4	39.7	33.6	31.6	25.7	50.3	38.4	31.1	44.7
FIRST QUARTILE	28.8	25.5	21.3	19.5	14.5	15.5	13.5	22.5	16.3	13.5	12.3	47.9	30.0	30.0	32.0	22.5	52.5	35.5	27.3	42.5
MEDIAN	52.5	30.0	23.5	19.5	15.5	20.5	14.5	23.5	17.5	15.5	14.3	52.5	34.0	34.0	37.5	24.5	52.5	38.0	32.5	47.5
THIRD QUARTILE	52.5	34.0	24.5	21.5	15.3	23.5	15.5	25.5	21.3	17.5	17.5	52.5	47.0	36.0	39.5	26.5	52.5	42.0	34.0	52.5
NO. COMPANIES	11	13	12	8	10	2	2	10	11	10	4	12	6	11	11	11	4	3	5	2
NO. EMPLOYEES	11	24	37	64	60	19	34	12	17	28	56	31	115	98	185	265	12	10	51	2

BOSTON, MA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	34.4	23.2	21.0	17.1			22.0	16.1	13.5	12.4	46.4	41.3	35.6	27.3	24.4	44.7	40.2	31.5	41.5
FIRST QUARTILE	34.0	32.3	23.5	19.5	13.5			19.5	13.5	12.5	11.5	44.0	41.0	34.0	28.0	23.5	34.0	36.0	30.0	40.0
MEDIAN	42.5	34.0	22.5	20.5	17.5			20.5	15.5	12.5	12.5	47.5	44.0	36.5	30.5	24.5	47.5	39.0	30.0	42.5
THIRD QUARTILE	47.5	38.0	24.0	23.5	19.5			25.5	17.3	14.5	14.5	47.5	47.5	39.3	32.0	26.3	47.5	44.5	34.3	42.0
NO. COMPANIES	7	5	7	6	6			6	3	10	5	5	4	5	4	4	3	4	4	2
NO. EMPLOYEES	7	10	15	30	19			6	14	54	14	15	55	55	72	55	10	27	7	4

BUFFALO, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.9	26.0	20.1	18.2	15.5	19.3	13.2	23.5	15.3	14.9	11.3	44.7	33.5	31.2	27.1	26.9	39.1	33.2	27.4	40.1
FIRST QUARTILE	32.0	21.5	19.5	15.5	13.3	12.5	12.5	19.5	13.3	13.5	10.5	40.0	32.0	30.0	25.3	20.5	34.0	30.0	25.5	44.5
MEDIAN	38.3	23.5	19.5	17.5	15.5	12.5	14.5	23.5	15.5	15.5	10.5	44.0	34.3	32.0	29.0	23.5	39.0	32.3	27.9	47.1
THIRD QUARTILE	44.2	30.2	21.5	21.5	16.5	13.5	15.5	25.0	17.5	15.5	11.5	52.5	36.3	34.0	29.3	29.5	44.0	36.0	30.2	52.5
NO. COMPANIES	23	17	12	22	14	6	4	9	13	17	12	15	8	20	12	16	7	6	8	9
NO. EMPLOYEES	25	19	21	54	17	12	17	16	21	56	67	23	21	138	137	133	11	27	24	33

CONCORD, NH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.4	34.3	23.9	20.3	17.8		~	24.5	15.7	13.5	14.1		35.5	32.1	25.4	24.5				
FIRST QUARTILE	40.3	28.0	21.5	18.5	15.5		~	22.5	14.5	12.5	13.5		34.3	30.5	24.5	23.5				
MEDIAN	44.2	32.0	24.5	20.5	16.5		~	25.5	14.5	13.5	14.5		36.0	30.0	24.3	24.5				
THIRD QUARTILE	47.5	38.0	24.5	21.3	14.3		~	25.5	17.5	14.5	14.5		36.0	32.0	30.0	25.5				
NO. COMPANIES	5	6	3	3	4		~	3	2	3	2		2	6	4	4				
NO. EMPLOYEES	5	7	7	8	7		~	5	4	40	5		2	15	11	12				

DELAWARE, DE

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	25.0	21.0	17.5	16.9	15.3	19.5	22.0	14.7	14.0	13.3	43.4	38.5	30.7	25.5	24.5	40.7	33.4	24.3	37.3
FIRST QUARTILE	35.0	22.5	17.5	14.5	14.5	13.5	18.5	16.5	14.5	12.5	10.5	36.0	36.0	28.0	20.5	23.5	30.0	24.5	21.5	25.5
MEDIAN	42.0	22.5	17.5	17.5	16.5	15.5	17.5	20.5	14.5	12.5	10.5	40.0	38.0	32.0	25.5	24.5	42.0	28.0	30.0	36.0
THIRD QUARTILE	47.5	26.5	23.5	17.5	16.5	15.5	15.5	26.5	14.5	15.5	17.5	52.5	42.0	34.0	30.0	26.5	47.5	44.0	30.5	47.5
NO. COMPANIES	13	4	9	11	10	1	4	7	7	11	7	6	6	9	7	8	6	5	3	5
NO. EMPLOYEES	14	11	11	54	43	4	14	8	41	50	14	6	14	53	44	28	6	8	14	6

HARRISBURG AREA, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	26.8	17.6	19.7	15.0	13.5	15.0	22.2	17.9	14.3	15.5	37.3	36.2	30.9	26.7	22.9	40.4	32.5	33.6	37.1
FIRST QUARTILE	30.1	24.5	15.5	16.5	11.5	12.5	13.5	19.5	16.5	12.5	14.5	36.0	32.0	28.0	23.5	21.5	40.0	28.0	32.0	36.0
MEDIAN	35.0	28.0	17.5	20.5	14.5	13.5	13.5	21.5	18.5	13.5	16.5	38.0	34.0	32.0	26.5	22.5	40.0	32.0	36.0	38.0
THIRD QUARTILE	40.5	28.0	21.5	22.5	17.5	14.5	16.5	25.5	17.5	16.5	15.5	38.0	40.0	32.0	28.0	24.5	40.0	34.0	34.0	38.0
NO. COMPANIES	15	10	13	17	15	5	12	12	13	11	13	11	10	14	13	14	2	4	4	4
NO. EMPLOYEES	22	78	23	130	50	18	110	15	27	72	404	128	45	267	202	234	23	45	27	110

HARTFORD, CT

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.4	28.1	14.3	16.1	15.0	17.5	-			14.0		42.8	32.2	34.2	28.1	21.1	44.5			
FIRST QUARTILE	35.0	26.5	13.5	15.5	14.5	15.5	-			12.5		47.5	36.0	32.0	24.0	21.5	42.0			
MEDIAN	47.5	28.0	14.0	16.5	14.5	17.5	-			13.5		47.5	40.0	38.0	30.0	21.5	44.0			
THIRD QUARTILE	47.5	30.0	20.5	16.5	15.5	17.5	-			14.5		52.5	42.0	36.0	30.0	21.5	47.5			
NO. COMPANIES	5	4	5	4	4	1	-			5		2	5	2	1	3	2			
NO. EMPLOYEES	4	5	35	38	40	11	-			23		12	60	205	320	47	5			

LANCASTER, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.6	24.3	20.0	14.6	16.7			27.5	17.3	15.4	12.5	43.3	36.4	32.5	25.6	21.0	43.5	30.4		
FIRST QUARTILE	32.0	17.5	14.5	15.5	14.5			17.5	15.5	13.5	11.5	34.0	32.0	32.0	22.0	17.5	34.0	26.5		
MEDIAN	35.0	25.0	14.5	19.5	19.5			18.5	17.5	16.5	13.5	47.5	38.0	34.0	25.5	20.5	40.0	30.0		
THIRD QUARTILE	40.0	28.0	24.5	24.5	22.5			35.0	17.5	18.5	13.5	47.5	42.0	34.0	29.0	24.5	47.5	36.0		
NO. COMPANIES	7	9	8	10	8			4	7	11	9	5	7	4	7	11	2	4		
NO. EMPLOYEES	7	10	10	17	16			4	11	31	27	8	13	18	32	22	5	6		

LEHIGH VALLEY, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.1	28.4	23.5	16.8	15.2	14.8	16.0	21.0	16.4	13.7	12.3	45.3	35.8	31.1	26.5	22.3	40.8	35.1	25.8	
FIRST QUARTILE	25.5	23.5	23.5	15.5	13.5	13.5	14.5	18.5	15.5	11.5	10.5	40.0	30.0	25.5	22.5	19.5	36.0	30.0	23.5	
MEDIAN	34.0	28.0	23.5	15.5	15.5	15.5	15.5	21.5	16.5	13.5	10.5	47.5	36.0	32.0	28.0	21.5	42.0	34.0	26.0	
THIRD QUARTILE	47.5	34.0	26.5	19.5	16.5	16.5	21.5	25.5	19.5	15.5	14.5	52.5	40.0	34.0	30.0	25.5	44.0	36.0	30.0	
NO. COMPANIES	16	13	12	12	15	6	4	6	9	9	9	7	9	10	17	12	4	10	4	
NO. EMPLOYEES	17	21	51	35	14	7	10	11	27	27	57	13	19	49	75	53	4	19	21	

MONTGOMERY COUNTY, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	21.1	22.0	17.7	14.9			15.7	20.5	17.5	15.7	11.5	37.5	36.9	30.0	23.4	19.1	42.5	34.3	
FIRST QUARTILE	32.0	15.5	14.5	16.5	13.5			14.5	14.5	16.5	14.5	11.5	32.0	32.0	26.5	21.5	17.5	40.0	32.0	
MEDIAN	36.1	19.3	22.5	17.5	15.5			15.3	20.5	17.5	15.5	11.5	34.0	34.0	30.0	22.5	18.5	42.0	34.0	
THIRD QUARTILE	42.0	21.5	23.5	19.5	16.5			15.5	20.5	18.0	17.5	11.5	42.0	44.0	32.0	24.5	19.5	42.0	38.0	
NO. COMPANIES	4	3	4	5	3			2	6	4	5	5	5	4	7	7	3	7	4	4
NO. EMPLOYEES	15	4	10	17	14			5	30	23	209	162	12	15	46	38	60	5	5	

NEWARK (METRO NJ)

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	31.1	22.5	19.7	16.5	14.0	15.7	24.7	18.7	15.8	12.1	44.1	41.0	36.6	29.7	24.7	50.0	41.6	39.5	45.6
FIRST QUARTILE	35.0	28.0	25.0	18.5	14.5	10.5	12.5	21.5	15.1	16.5	11.5	40.0	36.0	34.0	29.0	22.5	52.5	38.0	36.0	42.0
MEDIAN	40.0	30.0	22.5	19.5	16.5	13.5	16.3	24.5	19.5	17.5	11.5	44.0	40.0	36.0	30.0	24.5	52.5	40.0	34.0	42.0
THIRD QUARTILE	47.5	34.0	24.5	21.5	17.5	14.5	13.5	26.5	21.5	17.5	13.5	52.5	47.5	38.0	32.0	26.5	52.5	42.0	47.0	47.5
NO. COMPANIES	15	11	10	11	7	6	8	8	9	10	7	9	11	10	13	9	4	4	5	5
NO. EMPLOYEES	14	21	24	58	22	13	21	49	21	134	27	17	45	38	59	46	5	8	10	6

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

NEW YORK, NY

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.6		22.5	26.1	17.0		19.3	22.8	22.3	15.8	15.2	48.2	42.9	35.9	32.8	25.0		39.7	27.4	
FIRST QUARTILE	34.0		20.5	18.5	13.5		15.5	20.5	17.5	12.5	11.5	47.5	38.0	32.0	24.0	22.5		38.0	23.5	
MEDIAN	40.2		21.5	20.5	17.5		20.5	21.5	21.5	16.5	14.5	52.5	42.0	36.0	30.0	25.5		40.0	26.5	
THIRD QUARTILE	52.5		26.5	21.5	18.5		20.5	22.5	28.0	16.5	17.5	52.5	47.5	38.0	32.0	28.0		42.0	32.0	
NO. COMPANIES	9		5	9	12		3	4	1	5	4	9	3	8	8	7		2	1	
NO. EMPLOYEES	9		7	16	17		11	4	1	8	24	9	15	25	24	31		9	5	

PHILADELPHIA, PA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.9	27.8	21.6	20.4	21.3	20.8	14.2	27.0	20.1	16.2	12.3	39.9	42.8	35.7	29.6	22.5	40.5	35.3	24.2	
FIRST QUARTILE	32.0	25.5	16.3	16.5	14.5	16.5	13.5	26.5	18.1	11.5	10.5	30.0	33.0	34.0	28.6	18.5	32.0	32.0	14.5	
MEDIAN	44.3	30.6	21.5	21.5	15.5	22.5	13.5	26.5	18.5	16.5	10.5	40.0	44.0	36.0	30.0	22.5	42.0	36.0	34.0	
THIRD QUARTILE	47.5	30.0	26.5	22.5	30.0	23.5	15.5	28.0	20.5	20.5	14.5	42.0	47.5	38.0	32.0	25.5	47.5	38.0	36.0	
NO. COMPANIES	12	5	6	10	6	3	3	2	3	5	4	4	5	9	8	11	3	3	3	
NO. EMPLOYEES	13	6	10	23	13	3	3	3	4	20	6	4	12	34	25	18	3	3	3	

PITTSBURGH, PA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.6	32.3	23.6	17.8	19.1	18.9	19.6	22.5	19.1	15.4	14.7	45.5	36.4	31.9	27.3	25.6	46.3	37.4	31.1	40.5
FIRST QUARTILE	34.0	28.0	18.5	14.5	15.5	16.5	15.5	20.5	16.5	13.5	12.5	38.0	34.0	30.0	25.5	23.5	42.0	34.0	26.5	34.0
MEDIAN	42.3	32.0	25.5	16.5	17.5	18.5	16.5	21.5	17.5	14.5	14.5	47.5	35.0	32.0	28.0	25.5	47.5	36.0	30.0	36.0
THIRD QUARTILE	47.5	36.0	28.0	20.5	23.5	21.5	26.5	25.5	22.5	17.5	16.5	52.5	38.0	34.0	30.0	28.0	52.5	40.0	36.0	47.5
NO. COMPANIES	23	20	17	21	18	4	9	8	4	15	13	13	12	18	21	13	11	11	9	6
NO. EMPLOYEES	24	29	36	50	37	5	20	12	10	42	38	24	88	124	109	51	19	30	28	6

PORTLAND, ME

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	28.4	21.0	16.5	18.6		13.5	20.4	16.1	12.3	10.8	41.6	29.5	28.1	27.7	21.3	42.2	38.9		31.0
FIRST QUARTILE	30.0	23.5	20.5	14.5	16.5		11.5	16.5	13.5	10.5	10.5	34.0	22.5	23.5	26.5	19.5	26.5	34.0		24.5
MEDIAN	34.0	28.0	21.5	14.5	19.5		11.5	17.5	15.5	10.5	10.5	40.0	30.0	23.5	28.0	19.5	47.5	40.0		24.5
THIRD QUARTILE	47.5	34.0	22.5	18.5	20.5		14.5	17.5	15.5	14.5	10.5	47.5	34.0	32.0	28.0	23.5	52.5	42.0		44.0
NO. COMPANIES	7	4	3	2	4		2	3	4	5	4	4	3	4	2	5	3	2		2
NO. EMPLOYEES	7	7	6	10	8		5	4	5	51	38	6	12	25	14	24	3	7		3

PROVIDENCE, RI

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE					14.5					15.2	12.2				23.6					
FIRST QUARTILE					14.5					12.5	11.5				18.5					
MEDIAN					14.5					15.5	12.5				21.5					
THIRD QUARTILE					14.5					17.5	12.5				26.5					
NO. COMPANIES					3					3	5				3					
NO. EMPLOYEES					5					3	6				4					

READING, PA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.3	29.4	21.4	18.3	16.3			25.8	15.9	14.0	12.5	43.1	42.3	34.8	28.6	22.4		43.1	31.0	
FIRST QUARTILE	38.0	22.5	17.5	14.5	12.5			16.5	15.5	11.5	10.5	40.0	40.0	32.0	26.5	20.5		40.0	30.0	
MEDIAN	47.5	24.5	20.5	16.5	16.5			22.5	15.5	13.5	12.5	42.0	42.0	34.0	28.0	23.5		42.0	30.0	
THIRD QUARTILE	52.5	34.0	21.5	18.5	19.5			28.0	16.5	14.5	13.5	47.5	44.0	38.0	30.0	24.5		47.5	32.0	
NO. COMPANIES	14	10	5	10	10			8	6	11	9	7	2	11	11	12		3	2	
NO. EMPLOYEES	14	12	8	18	23			8	9	32	26	10	10	38	32	33		10	6	

ROCHESTER, NY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	26.6	19.4	18.7	16.7	14.2	14.3	24.9	14.6	12.7	11.5	43.1	36.6	31.7	25.1	22.7	43.1	11.6	27.7	45.7
FIRST QUARTILE	30.0	23.5	17.5	16.5	15.5	10.5	15.5	20.5	13.5	11.5	10.5	42.5	34.0	30.0	23.5	20.5	34.5	5.0	23.5	39.0
MEDIAN	32.0	25.0	17.5	17.5	16.5	13.5	14.5	23.5	13.5	11.5	10.5	47.5	39.0	32.0	25.5	22.5	53.5	12.0	25.5	47.5
THIRD QUARTILE	47.5	28.0	18.5	22.5	17.5	18.5	15.5	23.5	16.5	13.5	11.5	47.5	42.0	34.0	28.0	24.5	62.0	16.0	33.0	52.5
NO. COMPANIES	5	4	9	5	3	3	2	4	1	4	7	5	5	4	10	7	3	3	4	1
NO. EMPLOYEES	9	5	43	14	64	3	4	4	13	61	82	5	17	25	42	21	13	10	17	1

SPRINGFIELD (WESTERN MA)

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.2	28.0	21.6	19.7	18.5	18.5	17.3	25.1	16.8	15.9	13.4	45.6	37.4	36.1	28.7	31.0	47.2	47.3	29.5	52.3
FIRST QUARTILE	34.0	24.5	19.0	17.5	16.5	14.5	15.0	20.5	14.0	12.5	12.5	40.0	32.0	32.0	24.5	23.5	47.5	44.0	25.5	39.5
MEDIAN	40.0	30.0	23.5	19.5	19.5	17.5	17.5	22.5	15.5	13.5	13.5	47.5	40.0	36.0	30.0	31.5	52.5	44.0	31.5	39.5
THIRD QUARTILE	44.0	32.0	25.0	19.5	19.5	19.5	19.5	24.5	17.5	14.5	13.5	52.5	40.0	44.0	32.0	31.5	52.5	44.0	33.5	39.5
NO. COMPANIES	35	20	21	27	28	9	9	15	13	25	21	14	16	26	23	23	5	5	3	2
NO. EMPLOYEES	57	42	41	80	56	11	12	15	13	60	43	34	93	132	302	123	13	35	3	4

STAMFORD (SOUTHERN CT)

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.8	34.1	25.8	22.2	20.3		16.7			14.4	13.5	47.7	44.5	46.9	32.7	25.3	52.5	45.3		
FIRST QUARTILE	47.5	32.0	24.5	20.5	17.5		14.5			13.5	12.5	44.0	44.0	38.0	23.0	21.5	52.5	36.0		
MEDIAN	52.5	36.0	25.5	20.5	20.5		15.5			15.5	13.5	52.5	44.0	38.0	34.3	23.5	52.5	42.0		
THIRD QUARTILE	52.5	38.0	25.5	24.5	23.3		15.5			16.5	14.5	52.5	52.5	47.5	39.0	28.0	52.5	48.5		
NO. COMPANIES	5	4	3	8	5		5			1	3	2	6	3	4	3	1	3		
NO. EMPLOYEES	5	6	5	15	15		5			2	11	3	21	20	42	10	4	11		

SYRACUSE, NY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	28.5	20.5	18.7	15.5	17.5	16.5	25.4	17.1	14.4	12.1	44.2	36.6	30.8	25.5	22.5	43.2		27.7	
FIRST QUARTILE	26.0	25.0	21.0	16.5	14.5	14.5	14.0	22.5	14.0	13.5	11.5	42.0	32.0	30.0	24.5	21.5	33.0		23.5	
MEDIAN	36.0	30.0	21.5	14.5	15.5	17.5	15.5	23.5	14.5	13.5	11.5	42.0	40.0	30.0	25.5	22.5	44.0		30.0	
THIRD QUARTILE	42.2	30.0	22.3	14.5	16.5	19.5	18.5	23.5	17.5	15.5	12.5	47.5	40.0	32.0	26.5	24.5	47.5		30.0	
NO. COMPANIES	5	4	3	5	4	3	3	4	4	5	5	4	4	4	4	2	3		5	
NO. EMPLOYEES	5	4	5	15	11	4	13	4	5	32	10	6	7	15	14	21	5		6	

WASHINGTON, DC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.5	27.3	22.2	18.9	16.0	14.8	15.2	25.8	14.3	15.0	14.6	45.0	38.9	34.4	29.3	24.0	45.2	40.2	32.4	34.0
FIRST QUARTILE	36.0	23.5	17.3	17.5	13.5	12.5	13.5	22.5	17.1	13.5	12.5	42.0	36.0	32.0	26.5	21.5	47.5	35.0	30.0	28.0
MEDIAN	40.0	26.5	21.5	19.5	16.5	13.5	14.5	26.5	18.5	16.5	13.5	44.0	36.0	36.0	28.0	23.5	47.5	40.3	32.3	32.5
THIRD QUARTILE	44.0	30.0	24.5	21.5	18.5	17.5	16.5	28.0	19.5	16.5	15.5	47.5	42.0	38.0	32.3	25.5	52.5	44.0	34.0	38.0
NO. COMPANIES	29	28	22	21	23	8	8	12	15	20	16	22	29	20	25	22	15	17	13	11
NO. EMPLOYEES	36	63	76	110	81	15	12	18	33	60	100	49	75	117	128	74	42	85	71	24

WESTCHESTER, NY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	29.8	21.3	18.3	15.9	14.2	15.0	21.1	18.6	15.0	12.9	42.7	40.9	35.5	29.3	26.4	36.3	35.6	32.3	
FIRST QUARTILE	30.0	22.5	19.5	17.5	12.5	13.5	13.5	18.5	17.5	13.5	11.5	40.0	40.0	34.0	28.0	22.5	30.0	34.0	23.0	
MEDIAN	36.0	30.0	21.5	18.5	15.5	14.5	15.5	21.5	18.5	14.5	12.5	44.0	40.0	36.0	30.0	26.5	38.0	36.0	32.3	
THIRD QUARTILE	47.5	36.0	22.5	19.5	18.5	14.5	16.5	23.5	19.5	16.5	14.5	47.5	42.0	38.0	32.0	30.0	40.0	36.0	34.0	
NO. COMPANIES	16	13	9	10	5	2	3	7	12	11	13	11	4	9	12	13	3	3	2	
NO. EMPLOYEES	16	16	16	22	12	3	12	7	12	47	37	14	11	19	27	39	3	5	4	

WORCESTER, MA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1	26.9	20.9	20.1	17.5	16.7	19.2	22.6	17.9	15.6	13.7	42.1	36.8	34.8	27.8	24.4	43.8	37.6	32.0	42.4
FIRST QUARTILE	30.0	19.5	16.5	16.5	14.5	15.5	17.5	17.5	15.5	12.5	11.5	34.0	33.0	32.0	25.5	20.5	42.0	34.0	28.0	36.0
MEDIAN	38.0	26.5	20.5	18.5	16.5	16.5	17.5	18.5	17.5	15.5	12.5	40.0	36.0	36.0	28.0	23.5	44.0	38.0	32.0	44.0
THIRD QUARTILE	47.5	32.0	23.5	24.5	20.5	18.5	22.5	26.5	20.5	16.5	14.5	47.5	42.0	38.0	30.0	26.5	47.5	40.0	34.0	52.5
NO. COMPANIES	50	23	29	37	31	5	7	18	13	37	31	18	18	22	36	26	16	12	9	7
NO. EMPLOYEES	53	26	42	75	59	5	16	18	17	124	66	22	40	63	77	60	16	21	14	7

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

EAST CENTRAL UNITED STATES

AKRON-CANTON, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	31.5	24.6	20.1	18.1			21.0	20.0	18.2	14.5	43.8	32.8	31.6	24.6	22.2			24.1	
FIRST QUARTILE	23.5	30.0	24.5	16.5	18.5			13.5	13.5	12.5	13.5	42.0	30.0	30.0	23.5	21.0			23.5	
MEDIAN	30.0	30.0	25.5	21.5	18.5			17.5	13.5	18.5	14.5	42.0	34.0	32.0	24.5	22.5			25.0	
THIRD QUARTILE	44.0	30.0	25.5	22.5	17.5			32.0	28.0	20.5	14.5	47.5	34.0	34.0	25.0	23.5			29.0	
NO. COMPANIES	4	2	3	4	4			3	3	4	2	3	3	3	3	1			2	
NO. EMPLOYEES	4	4	6	12	5			3	3	24	4	3	5	17	4	11			4	

BATTLE CREEK-KALAMAZOO, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.6	30.7	21.5	20.5	16.9	19.5	20.6	24.5	17.6	16.6	16.3	43.7	36.7	34.1	28.3	24.6	46.3	37.2	27.4	36.3
FIRST QUARTILE	34.0	26.5	19.5	19.5	16.5	16.5	20.5	17.5	16.5	15.5	14.5	42.0	30.0	30.0	23.0	23.5	36.0	32.0	23.5	34.5
MEDIAN	38.0	30.0	20.5	19.5	16.5	20.5	20.5	28.0	18.5	16.5	15.5	44.0	34.0	36.0	30.3	25.5	44.0	36.0	32.0	36.0
THIRD QUARTILE	40.0	38.0	22.5	19.5	16.5	21.5	22.5	28.6	18.5	17.5	20.5	44.0	34.0	36.0	30.5	25.5	52.3	42.0	32.0	38.0
NO. COMPANIES	20	10	8	8	10	2	5	5	5	4	11	6	6	10	14	10	4	4	5	4
NO. EMPLOYEES	20	15	15	31	44	3	23	5	4	23	18	10	29	38	109	42	4	10	5	4

CHICAGO, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.9	29.6	25.9	20.2	15.8	18.4	19.3	22.7	21.1	16.0	13.8	47.2	40.9	35.8	30.2	25.1	44.4	38.4	30.1	36.4
FIRST QUARTILE	42.0	25.5	23.5	18.5	13.5	11.5	16.5	20.5	14.5	13.5	11.5	44.0	33.0	32.0	28.0	23.5	47.5	36.0	30.0	30.5
MEDIAN	52.5	28.0	25.5	20.5	16.5	14.5	18.5	21.5	21.5	16.5	14.5	47.5	40.0	34.0	30.3	23.5	52.5	38.0	32.0	36.0
THIRD QUARTILE	52.5	32.0	28.0	21.5	17.5	16.5	22.5	23.5	22.5	18.5	15.5	52.5	44.0	38.0	30.0	25.5	52.5	40.0	32.0	44.0
NO. COMPANIES	21	23	11	24	16	7	10	12	6	14	13	19	11	20	23	23	7	8	7	3
NO. EMPLOYEES	29	53	34	72	51	26	21	18	15	77	55	28	123	296	284	316	30	40	25	5

CHICAGO (NORTH/WEST), IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.2	29.6	22.3	19.0	15.0	16.0	15.4	25.8	19.6	14.0	14.5	43.7	41.6	36.1	34.9	26.0	43.6	41.6	33.8	44.3
FIRST QUARTILE	44.0	25.5	20.5	16.5	13.5	10.5	14.5	22.5	19.5	11.5	12.5	40.0	40.0	34.0	32.0	22.5	47.5	40.0	30.0	44.0
MEDIAN	47.5	28.0	22.5	18.5	14.5	14.5	15.5	25.5	19.5	12.5	13.5	44.0	42.0	36.0	34.0	25.5	52.5	40.0	34.0	47.5
THIRD QUARTILE	47.5	34.0	24.5	20.5	16.5	19.5	17.5	28.0	19.5	15.5	16.5	47.5	44.0	38.0	40.0	30.0	52.5	44.0	34.0	47.5
NO. COMPANIES	20	15	16	16	14	7	6	12	11	10	11	19	11	16	20	23	8	9	6	3
NO. EMPLOYEES	22	34	36	76	102	10	14	20	72	101	29	69	42	104	405	110	9	21	27	7

CINCINNATI, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.4	28.4	21.9	19.3	17.5	15.6	13.7	25.9	17.8	16.3	13.3	45.8	37.1	33.3	28.2	23.6	41.7	30.3	35.1	16.0
FIRST QUARTILE	34.0	25.5	17.5	16.5	14.5	13.5	11.5	21.5	16.5	13.5	16.5	42.0	34.0	30.0	25.3	20.5	32.0	34.0	33.3	12.0
MEDIAN	38.0	28.0	21.5	18.5	16.5	14.5	13.5	24.5	17.5	15.5	12.5	47.5	36.0	34.0	28.0	22.5	47.5	40.0	36.0	16.0
THIRD QUARTILE	42.0	32.0	23.5	20.5	19.5	17.5	14.5	30.0	18.5	19.5	14.5	47.5	40.0	36.0	30.0	26.5	47.5	47.5	40.0	20.0
NO. COMPANIES	30	21	23	21	26	5	10	13	13	24	18	19	17	20	30	24	11	9	5	1
NO. EMPLOYEES	30	35	45	68	81	7	16	15	27	114	69	31	72	95	140	146	12	22	20	3

COLUMBUS, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.8	29.9	20.7	18.5	16.2	14.8	14.9	25.8	16.8	14.5	12.0	44.6	38.5	33.0	26.2	24.1	47.0	37.5	28.4	37.2
FIRST QUARTILE	32.0	26.5	17.5	15.5	13.5	13.5	12.5	20.5	14.5	12.5	12.5	42.0	36.0	30.0	23.5	21.5	47.5	34.0	24.5	32.0
MEDIAN	38.0	32.0	20.5	18.5	15.5	14.5	13.5	23.5	16.5	14.5	11.5	44.0	38.0	32.0	26.5	24.5	47.5	38.0	28.0	36.0
THIRD QUARTILE	44.0	32.0	23.5	21.5	18.5	15.5	14.5	30.0	17.5	15.5	13.5	47.5	40.0	36.0	28.0	25.5	47.5	40.0	32.0	42.0
NO. COMPANIES	33	23	24	26	24	9	9	14	13	24	16	23	17	25	25	24	11	12	10	15
NO. EMPLOYEES	35	53	59	78	67	28	20	16	39	98	58	42	148	216	219	136	17	36	44	15

DAYTON, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.2	30.6	20.8	20.5	17.1	17.5		21.4	14.4	17.1	12.9	35.6	38.7	30.8	27.1	23.4	46.3	32.7	27.1	
FIRST QUARTILE	32.0	22.5	16.5	17.5	14.5	14.5		17.5	17.5	14.5	11.5	32.0	38.0	30.0	24.5	21.5	44.0	25.5	24.5	
MEDIAN	44.0	32.0	19.5	18.5	15.5	14.5		21.5	18.5	16.5	11.5	38.0	38.0	30.0	25.5	23.5	47.5	32.0	28.0	
THIRD QUARTILE	52.5	36.0	22.5	21.5	22.5	18.5		24.5	19.5	20.5	12.5	44.0	42.0	34.0	30.0	25.5	47.5	38.0	30.0	
NO. COMPANIES	14	10	8	12	8	3		9	9	16	6	11	8	10	15	12	3	6	5	
NO. EMPLOYEES	14	12	21	36	22	4		9	12	73	18	19	18	46	47	45	3	14	8	

DETROIT AREA, MI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.3	27.2	24.9	20.4	21.3	16.6	15.4	28.3	17.6	15.2	14.6	42.6	37.1	33.4	29.6	23.0	47.4	38.6	36.0	49.2
FIRST QUARTILE	36.0	21.5	21.5	15.5	19.5	15.5	10.5	28.0	14.5	13.5	12.5	38.0	36.0	32.0	28.0	19.5	47.5	34.0	34.0	47.5
MEDIAN	40.0	25.5	25.5	17.5	21.5	15.5	14.5	30.0	15.5	14.5	15.5	40.0	36.0	34.0	30.0	22.5	47.5	40.0	38.0	47.5
THIRD QUARTILE	40.0	30.0	28.0	26.5	22.5	18.5	15.5	30.0	17.5	17.5	15.5	47.5	38.0	36.0	32.0	24.5	47.5	42.0	34.0	52.5
NO. COMPANIES	7	6	6	8	8	3	4	4	4	6	5	6	9	8	7	9	4	3	2	3
NO. EMPLOYEES	9	14	20	28	44	9	8	10	12	43	127	14	37	63	58	42	5	16	21	3

EVANSVILLE, IN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	23.6	17.0	17.8	14.3			22.3	17.9	15.4	11.8	36.6		30.2	22.1	18.2				
FIRST QUARTILE	30.0	14.5	14.5	13.5	12.5			14.5	17.5	13.5	10.5	32.0		28.0	19.5	15.5				
MEDIAN	34.0	24.5	15.5	18.5	12.5			18.5	19.5	16.5	11.5	34.0		32.0	22.5	17.5				
THIRD QUARTILE	38.0	30.0	17.5	21.5	15.5			34.0	19.5	16.5	13.5	44.0		32.0	26.5	20.5				
NO. COMPANIES	12	7	4	6	7			3	3	5	7	6		4	12	8				
NO. EMPLOYEES	12	7	4	19	12			3	5	16	12	6		10	25	21				

FORT WAYNE, IN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.9	25.7	19.5	17.0	16.8		11.4	23.1	16.6	14.6	14.5	42.9	36.5	34.2	28.3	25.0	40.7	32.8	26.4	36.4
FIRST QUARTILE	28.0	21.5	15.5	13.5	13.5		10.5	18.5	14.5	10.5	12.5	38.0	30.0	30.0	24.5	20.5	36.0	30.0	24.5	30.0
MEDIAN	34.0	25.5	17.5	15.5	15.5		10.5	21.5	16.5	14.5	13.5	42.0	38.0	34.0	28.0	26.5	40.0	32.0	28.5	32.0
THIRD QUARTILE	44.0	30.0	21.5	18.5	20.5		12.5	24.5	18.5	15.5	17.5	47.5	42.0	38.0	32.0	28.0	47.5	34.0	29.5	36.8
NO. COMPANIES	19	13	12	16	15		4	9	7	15	11	13	12	17	17	15	10	8	6	4
NO. EMPLOYEES	19	19	21	40	44		12	10	13	40	42	18	37	74	107	69	14	12	9	4

GRAND RAPIDS (WEST MI)

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.8	28.2	23.5	20.5	17.6		18.5	27.4	18.8	15.1	15.0	43.8	33.9	30.2	26.5	20.7	42.3	31.9	32.0	38.7
FIRST QUARTILE	36.0	19.5	22.5	16.5	15.5		17.5	20.5	16.5	12.5	12.5	40.0	28.0	26.5	22.5	18.5	32.0	24.5	30.0	36.0
MEDIAN	42.0	28.0	23.5	21.5	16.5		18.5	25.5	18.5	14.5	14.5	44.0	34.0	30.0	25.5	19.5	44.0	32.0	32.0	40.0
THIRD QUARTILE	47.5	36.0	25.5	23.5	20.5		19.5	28.0	20.5	17.5	16.5	52.5	38.0	32.0	30.0	22.5	52.5	36.0	38.0	47.5
NO. COMPANIES	16	11	8	15	9		5	6	6	11	7	7	9	12	12	13	6	7	4	5
NO. EMPLOYEES	16	17	10	45	21		12	7	6	28	15	22	26	47	46	87	6	12	17	5

INDIANAPOLIS, IN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.2	24.8	18.8	16.6	14.7	14.8	15.5	21.7	16.8	14.1	12.1	44.1	38.0	31.8	26.1	22.4	42.8	34.8	26.9	36.2
FIRST QUARTILE	32.0	21.5	16.5	14.5	12.5	12.5	13.5	18.5	14.5	12.5	10.5	38.0	34.0	28.0	23.5	20.5	38.0	32.0	23.5	32.0
MEDIAN	36.0	25.5	18.5	15.5	14.5	14.5	15.5	20.5	16.5	14.5	11.5	44.0	38.0	32.0	25.5	22.5	42.0	34.0	28.0	36.0
THIRD QUARTILE	42.0	28.0	20.5	17.5	16.5	16.5	17.5	23.5	19.5	15.5	12.5	47.5	42.0	34.0	28.0	23.5	47.5	38.0	30.0	47.5
NO. COMPANIES	26	20	20	24	20	11	13	15	11	18	16	21	20	26	27	23	14	17	12	14
NO. EMPLOYEES	27	36	51	94	47	15	33	18	16	77	102	50	88	205	264	140	17	50	37	15

ROCKFORD, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.4	28.5	19.2	16.8	15.8					15.1	13.5	36.0	29.2	31.4	24.0	20.8				
FIRST QUARTILE	32.0	28.0	18.5	14.5	12.5					14.5	10.5	34.0	28.0	30.0	22.5	16.5				
MEDIAN	34.0	28.0	19.5	16.5	15.5					15.5	12.5	36.0	28.0	32.0	24.5	20.5				
THIRD QUARTILE	36.0	28.0	19.5	19.5	16.5					16.5	15.5	38.0	30.0	34.0	25.5	22.5				
NO. COMPANIES	4	4	3	8	4					5	4	3	3	4	4	6				
NO. EMPLOYEES	4	4	3	15	4					5	4	3	5	7	7	16				

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOLEDO AREA, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.1	27.3	21.5	20.2	16.2		17.8	24.3	14.6	15.8	13.3	42.7	38.6	32.9	26.6	23.7	42.9	37.9	31.0	39.4
FIRST QUARTILE	30.0	22.5	14.5	17.5	13.5		16.5	17.5	13.5	13.5	10.5	40.0	36.0	28.0	23.5	22.5	38.0	34.0	26.5	36.0
MEDIAN	36.0	25.5	21.5	19.5	16.5		17.5	23.5	17.5	15.5	11.5	47.5	43.0	32.0	26.5	23.5	44.0	40.0	32.0	38.0
THIRD QUARTILE	44.0	30.0	24.5	20.5	19.0		18.5	25.5	21.5	17.5	16.5	52.5	42.0	38.0	30.0	24.5	47.5	42.0	36.0	44.0
NO. COMPANIES	21	17	12	16	17		3	5	5	22	11	14	10	17	19	14	10	10	11	9
NO. EMPLOYEES	23	21	29	53	35		9	10	7	106	39	17	23	70	86	38	11	16	10	9

WEST CENTRAL UNITED STATES

CEDAR RAPIDS, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	29.6	19.5	17.9	15.1	12.5	16.2			15.3	11.2	42.0	36.8	30.8	28.0	22.1	36.8	31.8	31.1	
FIRST QUARTILE	30.0	20.5	17.5	15.5	13.5	10.5	14.5			13.5	10.5	38.0	34.0	26.5	25.5	20.5	34.0	28.0	32.0	
MEDIAN	38.0	24.5	19.5	17.5	15.5	12.5	16.5			14.5	10.5	40.0	36.0	30.0	28.0	22.5	36.0	30.0	34.0	
THIRD QUARTILE	42.0	28.0	19.5	17.5	15.5	14.5	17.5			17.5	10.5	47.5	40.0	34.0	30.0	23.5	40.0	32.0	36.0	
NO. COMPANIES	7	4	3	4	5	2	3			6	4	7	7	9	9	4	5	3	2	
NO. EMPLOYEES	7	9	5	18	21	3	3			13	23	14	33	51	81	49	5	8	5	

DAVENPORT, IA (QUAD-CITIES)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.2	29.6	19.9	21.5	19.9	18.2		21.9	20.3	15.5	13.2	43.3	36.9	32.6	31.4	22.3	39.6	33.0		
FIRST QUARTILE	28.0	19.5	17.5	19.5	13.5	14.5		13.5	18.5	12.5	10.5	38.0	36.0	30.0	26.5	19.5	30.0	30.0		
MEDIAN	42.0	36.0	18.5	22.5	16.5	14.5		19.5	20.5	13.5	11.5	44.0	38.0	32.0	28.0	22.5	36.0	30.0		
THIRD QUARTILE	47.5	36.5	20.5	25.5	23.0	18.5		24.5	23.5	19.5	15.5	47.5	40.0	36.0	36.0	24.5	40.0	40.0		
NO. COMPANIES	10	7	5	8	8	5		4	6	12	7	9	2	11	10	12	4	4		
NO. EMPLOYEES	11	7	7	13	15	5		4	10	21	23	10	13	23	38	55	4	6		

DES MOINES, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1	29.9	22.6	17.8	15.3	14.1	15.4	24.1	16.9	13.2	12.3	39.3	31.1	30.0	24.6	21.3	39.4	34.8	27.6	39.8
FIRST QUARTILE	32.3	24.5	18.5	15.5	13.5	13.5	12.5	18.5	13.5	11.5	11.5	36.0	28.0	26.5	21.5	18.5	30.0	32.0	25.5	34.0
MEDIAN	38.0	28.0	23.5	17.5	15.5	13.5	15.5	20.5	16.5	13.5	12.5	38.0	30.0	30.0	23.5	21.5	40.0	34.0	28.0	40.0
THIRD QUARTILE	44.0	34.5	24.5	20.5	17.5	15.5	19.5	28.0	19.5	14.5	12.5	42.0	34.0	34.0	28.0	24.5	44.0	38.0	30.0	44.0
NO. COMPANIES	41	32	31	42	33	15	16	21	20	31	21	40	25	42	43	35	23	24	19	19
NO. EMPLOYEES	43	61	72	151	147	76	53	37	37	289	288	101	138	267	365	213	32	49	58	25

FARGO-MOORHEAD, ND

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

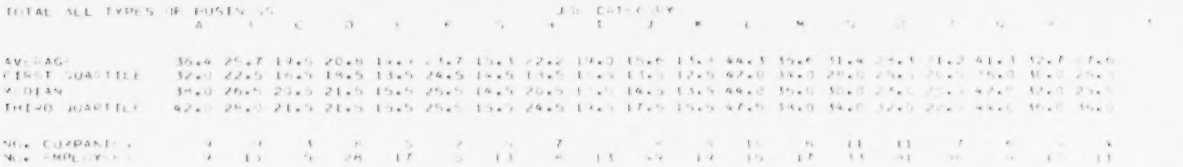
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.0		17.9	14.8	12.1			17.3	14.5	14.0	12.1	33.3	26.4	24.1	25.4	18.9				
FIRST QUARTILE	26.5		16.5	13.5	11.5			14.5	11.5	12.5	10.5	34.0	21.5	23.5	20.5	17.5				
MEDIAN	28.0		16.5	14.5	11.5			16.5	14.5	13.5	11.5	36.0	26.5	24.5	22.5	18.5				
THIRD QUARTILE	40.0		17.5	16.5	12.5			18.5	17.5	14.5	12.5	36.0	32.0	25.5	32.0	20.5				
NO. COMPANIES	6		6	4	4			4	5	7	5	6	4	4	5	3				
NO. EMPLOYEES	6		6	9	5			4	5	13	12	6	9	15	18	12				

KANSAS CITY, MO

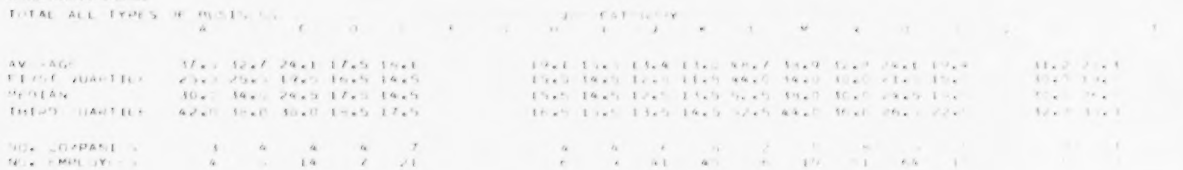
TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.5	27.1	20.8	17.5	16.0	14.9	14.0	25.8	14.2	14.9	13.2	46.4	38.8	32.2	25.8	23.2	49.1	37.4	32.1	36.8
FIRST QUARTILE	32.0	24.5	18.5	15.5	14.5	13.5	12.5	20.5	16.5	12.5	11.5	42.0	36.0	30.0	22.5	19.5	47.5	28.0	28.0	36.0
MEDIAN	36.0	26.5	19.5	17.5	16.5	15.5	13.5	24.5	17.5	14.5	13.5	44.0	38.0	32.0	25.5	23.5	47.5	38.0	32.0	40.0
THIRD QUARTILE	42.0	30.0	25.5	19.5	17.5	15.5	15.5	28.0	19.5	16.5	14.5	52.5	42.0	36.0	30.0	26.5	52.5	44.0	36.0	44.0
NO. COMPANIES	18	13	8	15	10	8	3	11	11	15	7	11	12	16	19	15	6	12	12	4
NO. EMPLOYEES	14	25	19	46	31	11	13	11	15	86	14	16	54	96	154	69	6	22	26	5

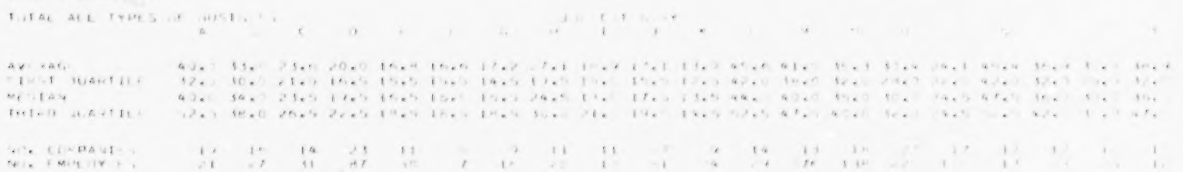
MADISON, WI



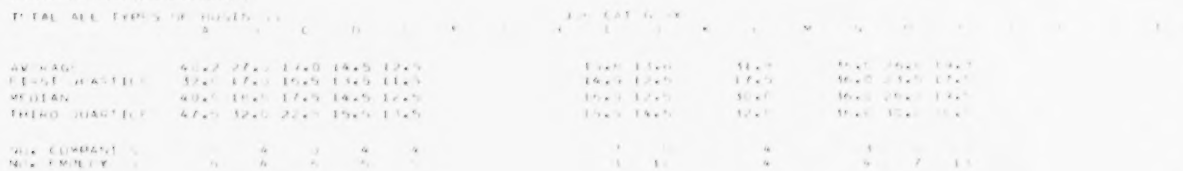
MID-MISSOURI



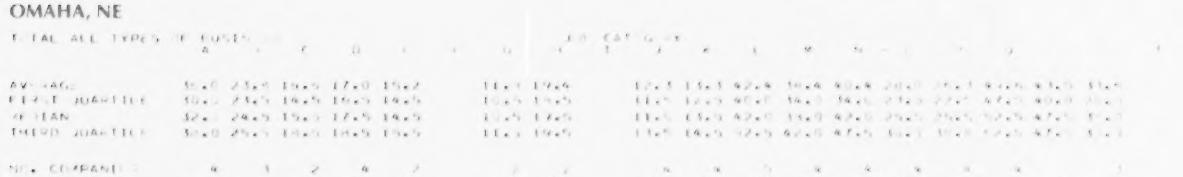
MILWAUKEE, WI



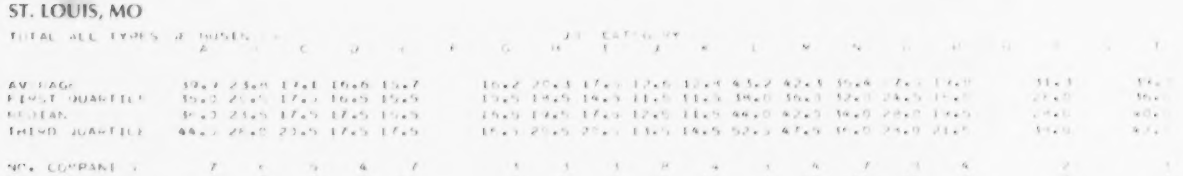
MINNESOTA (SOUTHERN)



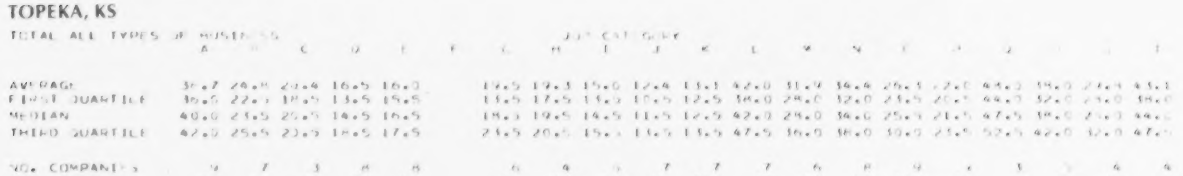
OMAHA, NE



ST. LOUIS, MO



TOPEKA, KS



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WICHITA, KS

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	28.0	22.7	20.7	19.8	19.3	19.8	22.8	13.1	14.8	13.1	48.6	35.7	31.7	28.6	23.4	42.4	35.7	32.1	43.7
FIRST QUARTILE	32.5	22.5	20.5	18.5	13.5	18.5	19.5	20.5	15.5	13.5	11.5	42.0	32.0	30.0	25.5	21.5	36.0	36.0	28.5	34.5
MEDIAN	31.0	26.5	21.5	18.5	19.5	19.5	19.5	22.5	17.5	15.5	11.5	44.0	34.0	32.0	24.0	23.5	40.0	36.0	32.0	42.0
THIRD QUARTILE	44.5	34.0	26.5	24.0	19.5	20.5	17.5	25.5	17.5	23.5	18.5	47.5	40.0	34.0	33.0	25.5	47.5	36.0	32.0	47.5
NO. COMPANIES	25	5	6	14	12	4	7	12	5	17	10	15	11	14	15	17	4	7	4	5
NO. EMPLOYEES	25	10	13	46	17	4	41	19	9	71	64	17	11	59	72	61	4	14	24	5

SOUTHERN UNITED STATES

ATLANTA, GA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE		22.8		17.5	16.5			23.1	17.2							21.6				
FIRST QUARTILE		21.5		15.5	16.5			21.5	15.5							15.5				
MEDIAN		22.5		15.5	16.5			24.5	17.5							15.5				
THIRD QUARTILE		24.5		19.5	16.5			24.5	19.0							24.5				
NO. COMPANIES		3		4	3			3	3							3				
NO. EMPLOYEES		3		4	4			4	5							5				

BIRMINGHAM, AL

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.1	30.1	18.8	17.5	13.9		14.5		13.4	13.1	11.8	47.1	40.9	32.6	26.5	21.4	50.0		27.8	
FIRST QUARTILE	40.0	21.5	14.5	14.5	11.5		13.5		12.5	11.5	10.5	36.0	36.0	24.0	20.5	14.5	47.5		15.5	
MEDIAN	44.2	32.0	17.5	15.5	13.5		12.5		12.5	11.5	11.5	47.5	40.0	30.0	25.5	23.5	47.5		30.0	
THIRD QUARTILE	52.5	36.0	21.5	21.5	14.5		20.5		16.5	14.5	12.5	52.5	47.5	40.0	33.0	24.5	52.5		39.0	
NO. COMPANIES	4	4	8	8	7		3		5	5	3	4	5	6	10	7	4		3	
NO. EMPLOYEES	4	4	4	13	17		3		5	9	4	4	11	13	13	16	4		3	

CHARLOTTE, NC

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.8	26.4	20.3	17.1	15.2	15.0	15.6	20.8	15.3	13.2	12.7	42.8	39.2	33.4	26.9	21.7	43.6	38.2	30.9	36.5
FIRST QUARTILE	36.0	21.5	19.5	15.5	13.5	13.5	14.5	17.5	14.5	11.5	12.5	34.0	36.0	32.0	25.5	20.5	40.0	34.0	29.0	32.0
MEDIAN	36.0	24.5	20.5	16.5	14.5	15.5	15.5	20.5	14.5	13.5	12.5	42.0	38.0	34.0	26.5	22.5	47.5	38.0	32.0	34.0
THIRD QUARTILE	42.0	30.0	22.5	18.5	16.5	15.5	16.5	25.5	15.5	13.5	13.5	47.5	42.0	36.0	28.0	23.5	47.5	40.0	32.0	44.0
NO. COMPANIES	12	9	7	11	9	7	5	7	5	12	6	7	8	12	10	13	8	6	5	6
NO. EMPLOYEES	12	12	13	43	22	8	10	7	12	57	23	12	21	58	60	51	9	29	15	7

COLUMBIA, SC

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.0	22.4	21.6	17.0	20.3	15.5		19.9		14.8	11.5	44.8	38.6	37.5	30.7	24.3	44.3			40.9
FIRST QUARTILE	40.0	18.5	17.5	15.5	15.5	14.5		15.5		13.5	10.5	40.0	32.0	32.0	26.5	22.5	32.0			30.0
MEDIAN	42.0	20.5	17.5	15.5	19.5	15.5		15.5		15.5	10.5	47.5	36.0	38.0	32.0	24.5	40.0			42.0
THIRD QUARTILE	47.5	23.5	28.0	16.5	28.0	16.5		30.0		15.5	11.5	52.5	44.0	42.0	36.0	28.0	52.5			44.0
NO. COMPANIES	6	7	4	5	7	3		3		4	4	4	2	5	7	5	4			4
NO. EMPLOYEES	6	10	10	20	30	3		7		6	99	10	14	26	49	48	4			4

DALLAS, TX

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.7	29.4	24.4	21.3	18.0	19.3	19.3	24.5	19.7	16.5	15.0	46.8	44.2	37.7	32.3	26.3	48.9	42.6	34.2	41.9
FIRST QUARTILE	40.0	25.5	21.5	19.5	16.5	16.5	12.5	23.5	17.5	14.5	13.5	42.0	42.0	34.0	30.0	23.5	44.0	40.0	30.0	36.0
MEDIAN	52.5	28.0	23.5	20.5	17.5	17.5	15.5	24.5	19.5	16.5	14.5	47.5	44.0	38.0	32.0	26.5	52.5	44.0	34.0	40.0
THIRD QUARTILE	52.5	30.0	26.5	23.5	20.5	23.5	24.5	26.5	21.5	18.5	15.5	52.5	47.5	42.0	36.0	29.0	52.5	47.5	40.0	47.5
NO. COMPANIES	18	14	16	18	16	10	7	9	10	16	10	14	9	18	18	14	11	12	12	10
NO. EMPLOYEES	18	24	40	54	66	14	16	10	19	55	62	30	45	142	178	93	14	23	29	13

FORT WORTH, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.0	26.0	20.0	17.5	14.4	15.2	14.5	32.0	21.2	15.7	13.7		35.4	32.9	26.1	21.6	42.0	42.0	33.9	
FIRST QUARTILE	30.0	24.5	16.5	15.5	14.5	14.5	13.5	24.5	18.5	13.5	12.5		34.0	30.0	23.5	17.5	34.0	36.0	25.0	
MEDIAN	32.0	25.5	18.5	17.5	14.5	15.5	14.5	32.0	21.5	15.5	13.5		35.0	30.0	24.5	21.5	44.0	44.0	29.0	
THIRD QUARTILE	40.0	26.5	23.5	19.5	15.5	15.5	15.5	38.0	23.5	17.5	13.5		36.0	38.0	28.0	23.5	44.0	44.0	51.0	
NO. COMPANIES	4	3	4	5	3	2	2	5	3	4	3		4	5	4	5	1	2	3	
NO. EMPLOYEES	6	5	11	15	16	3	3	6	7	14	12		13	25	15	10	1	4	9	

GREENSBORO, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	21.8	19.3	16.4	13.6				15.2	12.5	11.3	39.3	38.4	37.4	33.6	27.5				
FIRST QUARTILE	28.0	20.5	14.5	13.5	11.5				15.5	11.5	11.5	34.0	32.0	28.5	21.5	15.5				
MEDIAN	32.0	21.5	20.5	15.5	13.5				15.5	12.5	12.5	40.0	32.0	25.5	22.5	17.5				
THIRD QUARTILE	40.0	21.5	23.5	19.5	14.5				16.5	12.5	10.5	44.0	39.0	28.0	25.5	15.5				
NO. COMPANIES	7	3	5	6	6				5	4	2	3	4	3	5	1				
NO. EMPLOYEES	7	4	10	32	15				5	21	4	3	11	12	25	11				

HAMPTON ROADS, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.5	21.7	18.0	17.1	15.1	15.2	17.2	20.0	16.7	13.4	12.0	39.4	36.6	31.0	23.1	20.7	44.1	35.0	29.9	
FIRST QUARTILE	32.0	17.5	16.5	15.5	13.5	11.5	12.5	15.5	13.5	12.5	10.5	32.0	34.0	28.0	21.5	17.5	40.0	32.0	24.5	
MEDIAN	36.0	20.5	17.5	16.5	14.5	15.5	14.5	17.5	16.5	13.5	11.5	38.0	36.0	30.0	22.5	19.5	42.0	40.0	25.5	
THIRD QUARTILE	47.5	22.5	19.5	18.5	16.5	18.5	16.5	22.5	20.5	14.5	11.5	47.5	38.0	32.0	24.5	23.5	42.0	40.0	29.5	
NO. COMPANIES	14	10	9	8	11	3	5	9	7	12	16	11	7	12	4	13	3	4	5	
NO. EMPLOYEES	14	13	13	25	35	3	4	11	15	60	33	18	28	40	25	75	4	7	7	

HIGH POINT, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.2		16.8							11.2	11.0									
FIRST QUARTILE	18.5		12.5							10.5	10.5									
MEDIAN	19.5		15.5							10.5	10.5									
THIRD QUARTILE	52.5		22.5							10.5	10.5									
NO. COMPANIES	2		3							4	5									
NO. EMPLOYEES	3		3							50	55									

HOUSTON, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.6	36.7	26.3	21.6	19.8	17.9	16.8	27.8	19.3	16.6	14.4	51.0	43.8	40.1	34.6	27.7	49.1	43.5	35.6	42.6
FIRST QUARTILE	38.0	32.0	23.5	18.5	17.5	16.5	14.5	22.5	16.5	14.5	12.5	52.5	36.0	36.0	32.5	25.5	47.5	40.0	34.7	36.0
MEDIAN	47.5	36.0	25.5	20.5	20.5	17.5	15.5	25.5	19.5	16.5	13.5	52.5	47.5	40.5	34.0	26.5	52.5	44.0	36.3	42.5
THIRD QUARTILE	52.5	40.0	28.0	24.5	22.5	18.5	19.5	28.0	20.5	17.5	15.5	52.5	52.5	44.0	38.0	30.0	52.5	47.5	43.0	47.5
NO. COMPANIES	15	12	7	15	9	5	7	9	9	10	11	2	7	13	15	10	4	2	7	5
NO. EMPLOYEES	15	19	23	52	29	9	22	52	21	27	21	21	66	183	199	52	13	44	53	32

JACKSONVILLE, FL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.5	25.6	22.2	16.9	14.8		16.5	22.1	16.8	15.3	13.9	40.7	35.0	32.1	26.6	23.9	44.1	36.0	24.2	33.7
FIRST QUARTILE	32.0	19.5	22.5	13.5	12.5		15.5	13.5	15.5	13.5	13.5	38.0	30.0	30.0	24.5	23.5	34.0	34.0	24.0	34.0
MEDIAN	38.0	28.0	23.5	17.5	14.5		15.5	23.5	16.5	14.5	13.5	38.0	36.0	32.0	28.0	23.5	44.0	34.0	24.0	34.0
THIRD QUARTILE	44.0	30.0	23.5	18.5	16.5		17.5	26.5	17.5	16.5	14.5	44.0	38.0	34.0	29.0	24.5	47.5	38.0	30.0	38.0
NO. COMPANIES	10	7	5	9	12		5	5	4	7	4	9	6	10	4	6	6	5	4	4
NO. EMPLOYEES	18	11	17	36	65		13	6	28	29	11	9	16	59	40	30	6	17	18	4

KNOXVILLE (GREATER), TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.5	22.6	20.4	15.5	11.6			19.2	14.5	13.1	11.2	44.5	38.1	31.1	23.1	17.1	35.3			
FIRST QUARTILE	36.0	17.5	15.5	13.5	10.5			16.5	11.5	11.5	10.5	42.0	34.0	25.5	19.5	16.5	34.0			
MEDIAN	44.0	21.5	20.5	14.5	10.5			18.5	12.5	12.5	10.5	47.5	34.0	30.0	22.5	18.5	34.0			
THIRD QUARTILE	47.5	23.5	21.5	16.5	12.5			19.5	17.5	13.5	11.5	52.5	44.0	36.0	28.5	19.5	38.0			
NO. COMPANIES	5	5	5	6	3			4	5	5	4	4	4	4	4	4	3			
NO. EMPLOYEES	5	5	16	20	7			5	6	29	17	5	15	30	15	19	3			

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

LITTLE ROCK, AR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE				18.2				15.2		12.5	11.3				26.3					
FIRST QUARTILE				17.5				14.5		11.5	11.5				23.5					
MEDIAN				18.5				15.5		11.5	11.5				24.5					
THIRD QUARTILE				19.5				15.5		12.5	11.5				24.0					
NO. COMPANIES				2				3		2	2				5					
NO. EMPLOYEES				5				5		4	6				5					

LOUISVILLE, KY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.2	31.4	23.4	17.5	16.1	15.5	15.2	21.6	13.1	12.6	12.4	41.2	32.1	35.0	28.4	23.4	44.7	34.4	31.5	34.1
FIRST QUARTILE	32.0	26.5	21.5	14.5	13.5	13.5	13.5	14.5	11.5	11.5	11.5	38.0	30.0	34.0	25.5	20.5	40.0	30.0	30.0	30.0
MEDIAN	40.0	32.0	23.0	16.5	16.5	15.5	13.5	24.5	11.5	12.5	12.5	38.0	40.0	36.0	28.0	24.5	44.0	34.0	32.0	40.0
THIRD QUARTILE	44.0	34.0	25.0	19.5	18.5	16.5	16.5	25.5	13.5	13.5	14.5	44.0	42.0	38.0	30.0	26.5	47.5	42.0	34.0	42.0
NO. COMPANIES	4	7	5	5	4	4	5	5	4	7	12	6	4	8	10	5	5	6	5	5
NO. EMPLOYEES	13	16	9	20	11	5	6	5	14	31	53	10	40	41	78	14	9	11	7	5

NASHVILLE, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.3	26.9	19.6	16.4	16.0	14.6	15.6	24.6	15.5	13.1	11.1	42.6	37.4	33.9	30.2	20.8	43.3	36.3	24.0	46.9
FIRST QUARTILE	32.0	22.5	19.5	15.5	13.5	11.5	13.5	17.5	15.5	12.5	10.5	42.0	34.0	32.0	28.0	20.5	42.0	32.0	24.5	47.5
MEDIAN	34.0	25.5	20.5	17.5	14.5	14.0	16.0	19.5	15.5	13.5	10.5	42.0	36.0	34.0	32.0	20.5	42.0	34.0	32.0	47.5
THIRD QUARTILE	34.0	32.0	21.5	17.5	17.5	15.5	18.5	19.5	17.0	13.5	11.5	44.0	42.0	36.0	32.0	20.5	42.0	40.0	32.0	47.5
NO. COMPANIES	2	4	4	5	5	4	2	3	4	4	4	5	5	7	7	5	4	5	3	3
NO. EMPLOYEES	3	10	7	19	22	5	4	4	7	25	24	15	19	35	45	51	10	4	4	5

NEW ORLEANS, LA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.3	30.9	18.8	23.4	18.7	16.8	19.9	33.2	20.7	16.3	14.4	43.2	45.9	34.3	31.4	23.9	38.5	40.6	31.5	46.3
FIRST QUARTILE	34.0	30.0	13.5	21.5	16.5	15.5	16.5	19.5	28.3	13.5	13.5	38.0	42.0	34.0	30.0	22.5	34.0	30.0	23.5	34.0
MEDIAN	35.0	40.3	20.5	23.5	19.5	16.5	19.0	40.0	21.5	17.0	14.5	44.0	47.5	34.0	32.0	24.5	34.0	42.0	32.0	32.5
THIRD QUARTILE	52.5	40.0	22.3	25.5	19.5	16.5	19.5	42.0	23.3	17.5	15.5	47.5	47.5	36.0	34.3	25.5	42.3	44.0	36.0	52.5
NO. COMPANIES	6	5	3	4	7	3	4	3	5	4	5	3	4	5	5	6	3	4	5	3
NO. EMPLOYEES	6	5	3	36	52	10	15	5	5	11	51	3	72	61	122	82	4	10	12	3

OKLAHOMA CITY, OK

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.4	26.4	17.9	14.6	14.7		14.0	24.0		15.6	12.1	41.2	36.9	31.4	25.0	23.8	41.5	37.9	30.3	
FIRST QUARTILE	30.0	22.5	18.3	17.5	12.5		12.5	20.5		11.5	11.5	38.0	34.0	28.0	25.5	21.5	40.0	32.0	21.3	
MEDIAN	40.1	28.6	17.5	19.5	13.5		13.5	25.5		13.5	11.5	44.0	36.0	30.0	25.2	23.5	40.0	39.0	24.0	
THIRD QUARTILE	47.5	32.0	21.5	19.5	16.5		15.5	26.5		17.5	12.5	47.5	42.0	34.0	30.2	25.5	40.0	42.0	30.3	
NO. COMPANIES	7	6	7	8	7		3	5		5	5	3	6	6	5	3	3	4	3	
NO. EMPLOYEES	9	7	9	16	17		11	5		7	21	7	17	16	30	13	5	5	4	

ORLANDO (GREATER), FL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.8	27.6	17.9	17.4	15.6	15.4	17.7	19.8	14.4	12.5	13.3	45.7	39.3	32.8	27.5	22.8	42.1	36.8	32.3	41.5
FIRST QUARTILE	34.0	21.5	17.0	15.5	13.5	13.5	16.5	14.5	12.5	10.5	12.5	42.0	35.0	30.0	25.5	21.5	32.0	34.0	29.0	34.0
MEDIAN	42.0	26.5	14.5	16.5	14.5	14.5	17.5	15.5	14.5	11.5	12.5	47.5	40.0	32.0	26.5	22.5	47.5	36.0	32.0	40.0
THIRD QUARTILE	47.5	32.0	21.5	18.5	17.5	16.5	18.5	23.5	15.5	13.5	14.5	52.5	42.0	36.0	30.2	24.5	47.5	40.0	36.0	44.0
NO. COMPANIES	7	9	8	7	10	4	5	5	5	9	4	8	11	8	12	10	5	7	5	4
NO. EMPLOYEES	9	14	35	36	72	11	11	9	15	49	5	29	84	118	98	90	12	46	23	5

RALEIGH (RESEARCH TRIANGLE), NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	28.7	22.8	20.6	18.1	16.3	16.8	23.7	17.3	14.4	13.3	46.2	37.7	33.6	28.6	23.7	47.0	40.1	34.6	44.4
FIRST QUARTILE	34.0	29.5	25.5	19.5	16.5	14.5	14.5	18.5	15.5	13.5	11.5	42.0	34.0	30.0	26.5	22.5	42.0	36.0	32.0	34.0
MEDIAN	38.0	26.0	22.5	19.5	17.5	15.5	16.5	19.5	15.5	13.5	12.5	47.5	38.0	32.0	28.0	23.5	47.5	40.0	34.0	47.5
THIRD QUARTILE	44.5	32.0	26.5	21.5	19.5	17.5	17.5	22.5	19.5	15.5	15.5	52.5	42.0	36.0	30.0	28.5	52.5	44.0	39.0	47.5
NO. COMPANIES	21	15	16	19	15	6	7	13	9	14	15	15	11	18	22	13	10	11	12	8
NO. EMPLOYEES	31	50	65	126	117	59	72	37	42	420	98	94	140	241	286	141	52	59	115	8

RICHMOND, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.7	26.1	20.3	17.0	15.6	16.0	14.0	22.5	18.7	14.8	13.0	46.2	38.0	32.5	28.1	22.4	43.6	37.3	33.9	45.7
FIRST QUARTILE	36.0	22.5	15.5	15.5	13.5	14.5	11.5	18.5	15.5	12.5	11.5	44.0	34.0	30.0	25.5	20.5	42.0	34.0	32.0	42.0
MEDIAN	40.0	25.5	14.1	17.5	15.5	15.5	14.5	20.5	17.5	14.5	12.5	47.5	38.0	32.0	28.0	22.5	44.0	40.0	34.0	47.5
THIRD QUARTILE	47.5	30.0	22.5	18.5	16.5	17.5	15.5	24.5	21.5	16.5	13.5	47.5	42.0	34.0	30.0	24.5	47.5	40.0	36.0	47.5
NO. COMPANIES	22	14	15	23	16	11	14	13	11	19	12	14	15	16	20	18	10	10	11	5
NO. EMPLOYEES	22	25	37	55	68	15	38	13	27	40	91	30	50	96	167	75	10	28	21	5

ROANOKE, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.8	27.0		23.5					16.8	13.8	11.4	46.5		27.7	24.4	22.5				
FIRST QUARTILE	26.5	22.5		21.5					13.5	10.5	11.5	34.0		25.5	23.5	19.5				
MEDIAN	40.0	28.0		23.5					14.5	11.5	13.5	40.0		28.0	24.5	20.5				
THIRD QUARTILE	44.0	30.0		28.0					22.5	14.5	12.5	47.5		28.0	25.5	24.5				
NO. COMPANIES	4	4		5					5	6	5	5		7	5	7				
NO. EMPLOYEES	4	5		10					5	15	25	5		8	7	10				

SAN ANTONIO, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE					17.3										22.5	21.5				
FIRST QUARTILE					22.5										59.5	20.5				
MEDIAN					20.5										22.5	21.5				
THIRD QUARTILE					23.5										23.5	22.5				
NO. COMPANIES					2										5	2				
NO. EMPLOYEES					5										18	4				

TULSA, OK

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.2	30.1	25.2	20.1	17.2	20.2	14.6	26.4	19.1	16.9	13.7	50.5	44.3	35.6	31.6	26.1	46.8	45.9	37.7	48.0
FIRST QUARTILE	34.5	32.0	21.5	18.5	15.5	14.5	17.3	20.5	16.5	13.5	12.5	52.5	42.0	32.0	30.0	24.5	42.5	40.0	30.0	47.5
MEDIAN	38.0	36.0	24.5	19.5	17.5	17.5	15.5	28.5	19.5	17.5	12.5	52.5	44.0	34.0	32.0	25.5	52.5	40.0	34.0	47.5
THIRD QUARTILE	52.5	38.0	30.0	22.5	19.5	23.5	20.5	30.0	21.5	18.5	14.5	52.5	47.5	38.0	34.0	28.0	52.5	52.5	42.0	52.5
NO. COMPANIES	6	7	6	7	9	5	5	5	5	7	5	9	6	10	10	8	5	8	8	5
NO. EMPLOYEES	6	9	15	29	24	9	9	6	7	13	13	14	42	48	61	44	5	14	12	5

WINSTON-SALEM, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.9	31.8							17.2	13.3	14.1				29.1	21.0				
FIRST QUARTILE	39.0	25.5							15.5	13.5	11.5				22.5	16.5				
MEDIAN	47.5	30.3							17.5	13.5	12.5				28.0	18.5				
THIRD QUARTILE	52.5	40.3							19.5	13.5	15.5				32.3	28.0				
NO. COMPANIES	5	3							5	3	4				4	3				
NO. EMPLOYEES	5	3							5	5	9				8	3				

WESTERN UNITED STATES

BAKERSFIELD, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.1	26.9	21.7	19.4	16.1				14.9	15.0	15.3	43.8	42.7	37.0	28.2	25.0	41.0			
FIRST QUARTILE	38.0	28.0	20.5	19.5	14.5				16.5	14.5	15.5	42.0	42.0	36.0	24.5	21.5	21.5			
MEDIAN	42.0	28.0	20.5	19.5	15.5				17.5	14.5	15.5	52.5	42.0	38.0	30.0	25.5	47.5			
THIRD QUARTILE	44.0	30.0	20.5	19.5	17.5				19.5	14.5	15.5	52.5	44.0	38.0	32.0	28.0	47.5			
NO. COMPANIES	5	4	5	7	9				5	4	3	4	3	4	5	5	4			
NO. EMPLOYEES	5	6	16	36	14				5	29	13	5	10	21	45	16	4			

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

DENVER, CO

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.4	31.5	27.6	20.3	17.7	19.3	17.5	20.2	16.7	16.2	12.9	46.4	39.6	38.7	33.3	26.2	45.1	42.5	31.1	47.5
FIRST QUARTILE	44.0	30.3	22.5	17.5	16.5	19.5	15.5	15.5	15.5	14.5	11.5	44.0	40.0	34.0	32.3	25.5	44.0	38.0	23.0	47.5
MEDIAN	47.5	30.0	28.5	21.5	17.5	20.5	16.5	15.5	17.5	17.5	11.5	47.5	40.0	42.0	34.0	26.5	44.0	42.0	28.0	47.5
THIRD QUARTILE	47.5	36.0	32.0	22.5	19.5	20.5	20.5	21.5	17.5	17.5	13.5	47.5	40.0	42.0	34.0	30.0	44.0	47.5	34.0	47.5
NO. COMPANIES	4	3	3	4	4	2	2	2	2	5	4	2	2	2	3	3	2	3	3	1
NO. EMPLOYEES	5	5	8	19	22	13	3	2	6	46	18	6	10	9	24	16	8	3	5	1

EL PASO, TX

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE			18.2		13.0					11.5	10.5				29.0					
FIRST QUARTILE			14.5		11.5					10.5	10.5				26.5					
MEDIAN			17.5		12.5					11.5	10.5				26.5					
THIRD QUARTILE			22.5		14.5					11.5	10.5				34.0					
NO. COMPANIES			2		4					2	2				2					
NO. EMPLOYEES			3		11					5	4				3					

EUGENE, OR

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.5	23.0	21.2	15.8	20.6					16.0	17.8	38.5	34.5	30.9	27.9	21.7	36.0			
FIRST QUARTILE	26.5	17.5	19.5	14.5	17.5					16.5	15.5	34.0	32.0	25.5	24.5	20.5	32.0			
MEDIAN	42.0	21.5	20.5	14.5	17.5					16.5	19.5	34.0	34.0	26.5	30.0	20.5	34.0			
THIRD QUARTILE	44.0	30.0	23.5	18.5	30.0					16.5	19.5	47.5	34.0	38.0	30.0	22.5	42.0			
NO. COMPANIES	3	3	3	3	6					2	3	3	3	4	6	4	3			
NO. EMPLOYEES	3	3	3	3	8					6	7	3	8	6	20	5	3			

LOS ANGELES, CA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.2	32.7	29.9	20.6	19.3	18.8	16.5	25.2	20.7	16.3	16.0	46.5	44.4	38.7	35.1	28.3	45.8	48.4	39.5	32.7
FIRST QUARTILE	44.0	26.5	24.5	18.5	16.5	15.5	15.5	25.5	19.5	13.5	15.5	42.0	40.0	34.0	28.0	26.5	40.0	47.5	36.0	23.5
MEDIAN	47.5	34.0	26.5	20.5	20.5	19.5	16.5	25.5	20.5	17.5	15.5	44.0	44.0	40.0	36.0	30.0	44.0	47.5	40.0	26.5
THIRD QUARTILE	52.5	38.0	40.0	22.5	21.5	21.5	19.5	26.5	22.5	19.5	16.5	52.5	52.5	44.0	38.0	30.0	57.5	52.5	42.0	38.0
NO. COMPANIES	8	10	4	10	11	3	4	5	5	10	7	8	4	8	8	9	6	4	5	5
NO. EMPLOYEES	8	15	7	23	28	3	9	5	9	29	56	18	9	24	55	18	12	5	10	6

PHOENIX, AZ

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.7	29.5	26.0	21.4	19.3	17.7	20.3	22.9	19.0	16.5	13.8	45.7	41.9	35.9	29.1	24.4	45.6	41.3	37.7	39.4
FIRST QUARTILE	36.0	25.5	22.5	16.5	17.5	15.5	16.5	18.5	17.5	14.5	11.5	40.0	40.0	32.0	23.5	22.5	40.0	40.0	38.0	28.0
MEDIAN	40.0	28.0	23.5	21.5	19.5	16.5	21.5	22.5	18.5	16.5	13.5	47.5	42.0	36.0	30.0	24.5	44.0	42.0	38.0	38.0
THIRD QUARTILE	44.0	32.0	36.0	28.0	20.5	19.5	24.5	24.5	21.5	18.5	15.5	52.5	47.5	40.0	34.0	28.0	47.5	42.0	38.0	44.0
NO. COMPANIES	16	11	9	12	14	5	8	9	10	18	14	8	9	12	15	9	5	7	4	4
NO. EMPLOYEES	17	17	18	44	47	6	22	12	18	47	115	14	41	62	101	32	9	18	36	4

PORTLAND, OR

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	29.6	20.9	19.1	17.7	15.0	17.5	26.1	17.0	14.9	14.9	42.6	35.9	34.7	30.1	22.7	42.8	38.6	36.0	35.3
FIRST QUARTILE	36.0	22.5	18.5	17.5	14.5	13.5	11.5	21.5	15.5	13.5	12.5	36.0	34.0	32.0	28.0	19.5	38.0	36.0	34.0	32.0
MEDIAN	42.0	28.0	20.5	18.5	18.5	14.5	17.5	23.5	16.5	14.5	14.5	42.0	36.0	34.0	30.0	21.5	44.0	38.0	36.0	32.0
THIRD QUARTILE	44.0	32.0	23.5	20.5	18.5	15.5	18.5	28.0	18.5	16.5	16.5	47.5	38.0	40.0	34.0	25.5	47.5	38.0	36.0	42.0
NO. COMPANIES	15	11	8	13	10	4	3	8	12	12	5	9	6	13	17	11	6	6	4	3
NO. EMPLOYEES	15	12	15	21	19	4	4	8	13	19	35	12	14	27	69	20	6	9	5	3

SALEM AREA, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8		20.7	17.8	19.8		15.9		15.2		14.0	44.5		32.9	25.8	23.4	36.7			
FIRST QUARTILE	20.5		17.3	12.5	14.5		14.5		13.5		10.5	38.0		28.0	23.5	21.5	34.0			
MEDIAN	32.2		23.5	19.5	14.5		17.5		14.5		13.5	42.0		34.0	21.5	24.5	36.0			
THIRD QUARTILE	40.0		23.5	21.5	16.5		17.5		17.5		15.5	47.5		40.0	32.3	25.5	38.0			
NO. COMPANIES	8		3	6	3		9		5		3	4		6	3	4	5			
NO. EMPLOYEES	8		3	11	4		9		5		4	4		7	4	10	5			

SAN FRANCISCO, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	31.7	23.5	19.6	14.7			17.5	15.5	20.1	13.9	45.6	17.2	33.1	32.1	25.7	41.5		27.0	
FIRST QUARTILE	30.0	25.5	17.3	17.5	11.5			15.5	14.5	15.5	12.5	40.0	14.0	26.5	28.0	22.5	34.0		13.5	
MEDIAN	34.0	26.3	21.5	18.5	14.5			16.5	14.5	17.5	13.3	44.0	18.0	34.0	32.0	24.5	44.0		32.0	
THIRD QUARTILE	47.5	40.0	23.5	20.5	15.5			17.5	15.5	26.5	14.5	47.5	40.0	36.0	34.0	28.0	52.5		32.0	
NO. COMPANIES	10	5	5	8	5			2	2	5	7	4	3	4	4	2	3		1	
NO. EMPLOYEES	11	7	7	18	9			6	10	11	134	8	5	9	14	210	3		5	

SAN JOSE, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.3	29.8	22.5	24.5				26.1		19.2		51.7	46.4	37.0	28.3	26.6				40.8
FIRST QUARTILE	42.3	25.5	17.5	20.5				23.5		17.5		52.5	44.5	36.0	25.5	22.3				38.5
MEDIAN	47.5	28.0	21.5	23.5				23.5		18.5		52.5	47.5	36.0	26.3	23.5				38.5
THIRD QUARTILE	52.5	36.0	22.5	30.0				30.0		20.5		52.5	47.5	40.0	32.3	30.0				42.5
NO. COMPANIES	6	5	2	4				4		5		3	5	3	2	2				4
NO. EMPLOYEES	6	11	6	10				5		49		6	19	21	4	6				5

SEATTLE, WA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.3	30.6	23.2	21.6	18.7	19.9	16.4	21.8	18.5	17.4	14.9	43.2	39.8	33.9	29.1	24.1	46.2	39.1	32.5	
FIRST QUARTILE	34.0	28.0	21.5	18.5	17.5	14.5	15.5	21.5	18.5	16.5	13.5	42.0	38.0	32.0	26.0	22.5	44.0	36.0	31.0	
MEDIAN	38.0	30.0	24.5	21.5	19.5	15.5	16.5	21.5	19.5	18.5	14.5	44.0	40.0	34.0	28.0	23.5	47.5	40.0	32.0	
THIRD QUARTILE	40.0	30.0	26.5	24.5	20.5	15.5	18.5	24.5	19.5	18.5	16.5	44.0	42.0	36.0	32.0	26.5	52.5	42.0	36.0	
NO. COMPANIES	15	10	10	12	12	4	5	7	8	11	10	13	9	21	19	13	4	8	5	
NO. EMPLOYEES	18	15	19	36	39	4	9	9	15	17	29	22	42	80	142	48	11	32	23	

CANADA

BRANTFORD, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.4	28.7		22.2	19.0				23.5	18.2	14.6					21.5				
FIRST QUARTILE	42.0	25.5		21.5	17.5				19.5	16.5	14.5					20.5				
MEDIAN	42.0	26.5		21.5	17.5				19.5	19.5	13.5					24.5				
THIRD QUARTILE	47.5	28.0		23.5	17.5				25.5	20.5	23.5					25.5				
NO. COMPANIES	5	5		3	3				3	5	5					5				
NO. EMPLOYEES	5	5		3	4				5	7	9					5				

CALGARY, AB

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.7			22.9							18.1				32.5					
FIRST QUARTILE	40.0			19.5							16.5				32.0					
MEDIAN	47.5			23.5							16.5				34.0					
THIRD QUARTILE	52.5			26.5							21.5				34.0					
NO. COMPANIES	3			3							2				4					
NO. EMPLOYEES	3			5							5				7					

EDMONTON, AB

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE				25.7						24.0					33.1					
FIRST QUARTILE				23.5						23.5					32.0					
MEDIAN				23.5						24.5					34.0					
THIRD QUARTILE				28.0						24.5					34.0					
NO. COMPANIES				2						3					2					
NO. EMPLOYEES				5						20					7					

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
JOB CATEGORY	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

KITCHENER (GRAND VALLEY), ON

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
TOTAL ALL TYPES OF BUSINESS																				
AVERAGE	41.4	27.1	25.7	21.2	19.5		21.1			17.7	15.2	45.2	39.4	34.5	31.2	25.1		35.3		
FIRST QUARTILE	34.5	24.5	21.5	17.5	15.5		18.5			15.5	12.5	40.3	34.5	32.5	30.5	23.5		31.5		
MEDIAN	40.5	28.3	25.5	21.5	19.5		19.1			17.5	14.5	47.5	43.5	34.5	32.5	25.5		35.0		
THIRD QUARTILE	52.5	28.8	32.3	23.5	23.3		23.3			19.1	17.5	52.5	44.5	36.5	32.5	26.5		40.3		
NO. COMPANIES	7	6	6	15	5		2			15	7	7	7	6	11	3		2		
NO. EMPLOYEES	7	6	7	19	5		3			32	19	15	32	34	75	155		4		

MONTREAL, PQ

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
TOTAL ALL TYPES OF BUSINESS																				
AVERAGE	44.2			21.1										35.5	34.5	31.5				
FIRST QUARTILE	31.0			15.5										34.5	21.5	17.5				
MEDIAN	42.5			18.5										34.5	23.5	17.5				
THIRD QUARTILE	52.5			25.5										36.3	24.5	22.5				
NO. COMPANIES	3			4										5	6	3				
NO. EMPLOYEES	3			5										6	17	5				

TORONTO, ON

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
TOTAL ALL TYPES OF BUSINESS																				
AVERAGE	49.1	31.3	24.3	25.1	22.3	28.3	23.3			17.6	15.0	49.1	43.9	41.2	33.4	30.6	53.3	43.3	37.8	45.0
FIRST QUARTILE	42.5	29.5	23.3	19.5	19.5	22.5	17.3			17.5	13.5	47.5	33.0	38.3	30.0	23.5	47.5	32.0	17.3	44.0
MEDIAN	42.5	25.5	25.0	24.5	19.5	26.3	23.5			19.5	13.5	47.5	44.0	40.0	34.0	36.0	52.5	36.0	44.3	47.5
THIRD QUARTILE	52.5	32.0	33.0	26.5	30.0	36.0	21.3			20.3	25.5	52.5	52.5	52.5	40.0	33.0	52.5	52.5	44.3	52.5
NO. COMPANIES	5	4	3	7	3	3	3			4	3	6	3	5	4	3	1	1	3	3
NO. EMPLOYEES	5	4	3	15	3	3	3			5	11	7	3	25	25	4	3	4	4	4

WINNIPEG, MB

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
TOTAL ALL TYPES OF BUSINESS																				
AVERAGE	41.6	27.5	14.1	19.0	16.6			17.1		15.8	14.2			32.3	29.6	21.5				
FIRST QUARTILE	34.5	24.5	14.5	15.5	15.5			14.5		13.5	14.5			30.5	23.5	19.5				
MEDIAN	40.5	28.0	13.5	17.5	17.5			13.5		17.5	14.5			32.0	29.5	21.5				
THIRD QUARTILE	49.5	30.5	21.5	17.5	17.5			19.5		18.5	15.5			32.0	29.5	23.5				
NO. COMPANIES	5	2	2	2	2			2		3	3			2	5	2				
NO. EMPLOYEES	4	5	10	4	7			3		11	5			16	28	19				

DATA PROCESSING
SALARY CONVERSION CHART

	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	WEEKLY
1.	UNDER-11,000	UNDER-917	UNDER-458	UNDER-423	UNDER-212
2.	11,001 - 12,000	917 - 1,000	458 - 500	423 - 462	212 - 231
3.	12,001 - 13,000	1,000 - 1,083	500 - 542	462 - 500	231 - 250
4.	13,001 - 14,000	1,083 - 1,167	542 - 583	500 - 538	250 - 269
5.	14,001 - 15,000	1,167 - 1,250	583 - 625	538 - 577	269 - 288
6.	15,001 - 16,000	1,250 - 1,333	625 - 667	576 - 615	288 - 308
7.	16,001 - 17,000	1,333 - 1,417	667 - 708	615 - 654	308 - 327
8.	17,001 - 18,000	1,417 - 1,500	708 - 750	654 - 692	327 - 346
9.	18,001 - 19,000	1,500 - 1,583	750 - 792	692 - 731	346 - 365
10.	19,001 - 20,000	1,583 - 1,667	792 - 833	731 - 769	365 - 385
11.	20,001 - 21,000	1,667 - 1,750	833 - 875	769 - 808	385 - 404
12.	21,001 - 22,000	1,750 - 1,833	875 - 916	808 - 846	404 - 423
13.	22,001 - 23,000	1,833 - 1,917	916 - 958	846 - 885	423 - 442
14.	23,001 - 24,000	1,917 - 2,000	958 - 1,000	885 - 923	442 - 462
15.	24,001 - 25,000	2,000 - 2,083	1,000 - 1,042	923 - 962	462 - 481
16.	25,001 - 26,000	2,083 - 2,167	1,042 - 1,083	962 - 1,000	481 - 500
17.	26,001 - 27,000	2,167 - 2,250	1,083 - 1,125	1,000 - 1,038	500 - 519
18.	27,001 - 29,000	2,250 - 2,417	1,125 - 1,208	1,038 - 1,115	519 - 558
19.	29,001 - 31,000	2,417 - 2,583	1,208 - 1,292	1,115 - 1,192	558 - 596
20.	31,001 - 33,000	2,583 - 2,750	1,292 - 1,375	1,192 - 1,269	596 - 635
21.	33,001 - 35,000	2,750 - 2,916	1,375 - 1,458	1,269 - 1,346	635 - 673
22.	35,001 - 37,000	2,916 - 3,083	1,458 - 1,542	1,346 - 1,423	673 - 712
23.	37,001 - 39,000	3,083 - 3,250	1,542 - 1,625	1,423 - 1,500	712 - 750
24.	39,001 - 41,000	3,250 - 3,417	1,625 - 1,708	1,500 - 1,577	750 - 788
25.	41,001 - 43,000	3,417 - 3,583	1,708 - 1,792	1,577 - 1,654	788 - 827
26.	43,001 - 45,000	3,583 - 3,750	1,792 - 1,875	1,654 - 1,731	827 - 865
27.	45,001 - 50,000	3,750 - 4,167	1,875 - 2,083	1,731 - 1,923	865 - 961
28.	OVER 50,000	OVER 4,167	OVER 2,083	OVER 1,923	OVER 961

A Wage and Salary Program Without a Consultant?

YES! The newly revised **"How to Install and Administer and Wage and Salary Program"** from AMS is the small- and medium-sized firm's answer to establishing an equitable wage and salary program **without a consultant**. This step-by-step manual leads you through the necessary procedures commonly used by many companies to establish a pay structure and fair rates for jobs.

With the manual, a firm's own human resources manager or department can implement a sound wage and salary program that will **comply with current government compensation regulations.**

The manual has been **completely revised** by Robert A. Paynter, manager of compensation planning, The Coca-Cola Company, Atlanta, to reflect new concerns in wage and salary programs. The manual updates and expands many of the original chapters. In addition, a new chapter offers principles of performance appraisal and merit increase programs, and there is a discussion of the comparable worth issue.

The manual highlights:

- benefits of installing and wage and salary program
- step-by-step procedures
- job description, evaluation, rating
- how to take meaningful salary surveys
- how to administer and update the program
- examples of forms and questionnaires
- selected glossary and bibliography

The original manual was written by Dr. Byron L. Svetlik, a management consultant with years of experience in the installation and administration of wage and salary programs for industry, education and government.

YES, please send me _____ copies of ***"How to Install and Administer a Wage and Salary Program."***

☐ $55.00 (AMS member) ☐ $65.00 (nonmember)

Name _____

Company _____

Address _____

City _____ State_____ Zip/Postal No._____

Amount enclosed $_____

☐ Check enclosed, payable to AMS (U.S. funds or equivalent only) — save $5.00 postage/handling

☐ Charge (add $5.00 for postage/handling)

☐ VISA ☐ MasterCard ☐ American Express ☐ Diners Club

Card No. _____ Exp. Date_____ Signature _____

☐ Please invoice (add $5.00 postage/handling)

MAIL TO: "Salary Administration Manual," AMS, 2360 Maryland Rd., Willow Grove, PA 19090

☐ Please send information on membership in AMS.

A small investment for a large return in salary satisfaction

Other AMS publications and surveys to help you keep the lid on turnover

Hiring and training new employees is a costly operation and is often double or triple the cost of regular pay raises to existing employees. By keeping turnover low, you can increase your firm's profits in both time and dollars.

To help you with this task, AMS offers valuable publications that provide you with conclusive answers to your salary and benefit questions. These guides will help you stay competitive with other companies in your business and region.

- ***AMS New Benefits Survey*** — four-part survey report covering the major new types of benefits designed for a new, diverse workforce. The four areas covered include: flexible benefits programs; employee assistance programs; wellness/physical fitness programs; and childcare programs. Each of these categories is broken down into types of services covered, as well as by region, company size, and industry.
  Price: $10 ($6 to AMS members)

- ***AMS Management Salaries Report*** — presents annual salary information for 20 key middle-level managerial positions. Covering over 30,000 managers in over 2,000 companies and 100 cities throughout the United States and Canada, the guide has been widely recognized as a standard reference for management compensation information. Statistics for each of the 20 positions are given by city and U.S. region, as well as national averages for the U.S. and Canada. There is also an industry breakdown.
  Price: $115 ($75 to AMS members)

- ***AMS Office Salaries Report*** — for over 40 years considered one of the most valuable tools for determining competitive salaries, personnel policies and benefits, the directory gives statistics on 17 clerical positions and three word processing positions. It covers over 200,000 employees in over 3,400 organizations and 109 cities throughout the United States and Canada. Statistics are given by city and U.S. geographic regions as well as U.S. and Canadian national averages. There is also an industry breakdown.
  Price: $115 ($75 to AMS members)

- ***AMS Office Benefits Survey*** — presents up-to-date information on company benefits and worktime policies from almost 5,000 companies nationwide. Items covered include pension plans, insurance, medical benefits, salary incentives, bonuses, workweeks, flexible schedules, holidays, and vacations.
  Price: $20 ($10 to AMS members)

- ***AMS Office Turnover Survey*** — the *AMS Office Turnover Survey* presents turnover rates and reasons for termination. Covering 43,320 terminations in 1,760 companies across North America, the survey reports turnover percentages by type of business, size of office, region, city, reasons, and other categories.
  Price: $20 (no charge to AMS members)

To order these personnel management tools, or to receive more information about the surveys, contact Amelia Harper, AMS, 2360 Maryland Road, Willow Grove, PA 19090; 215-659-4300.